

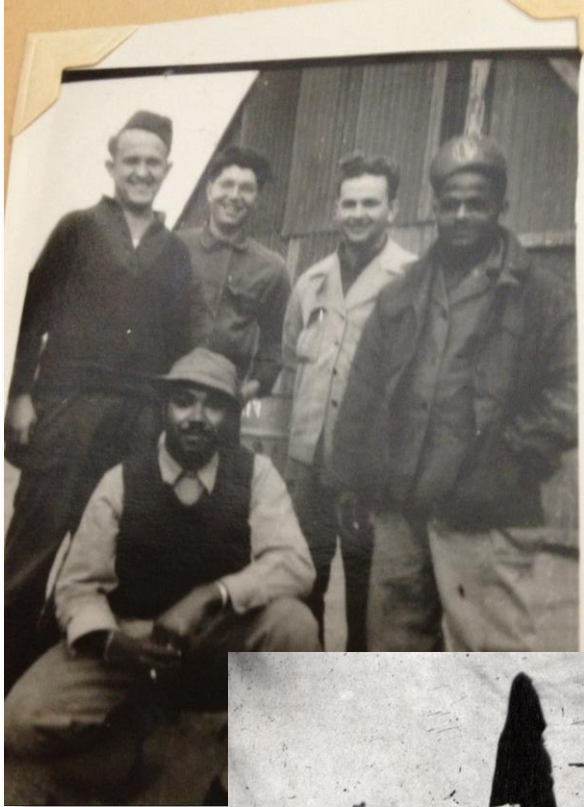
Goodbye Don't Ask Don't Tell – Hello Women in Combat: The Obama Legacy

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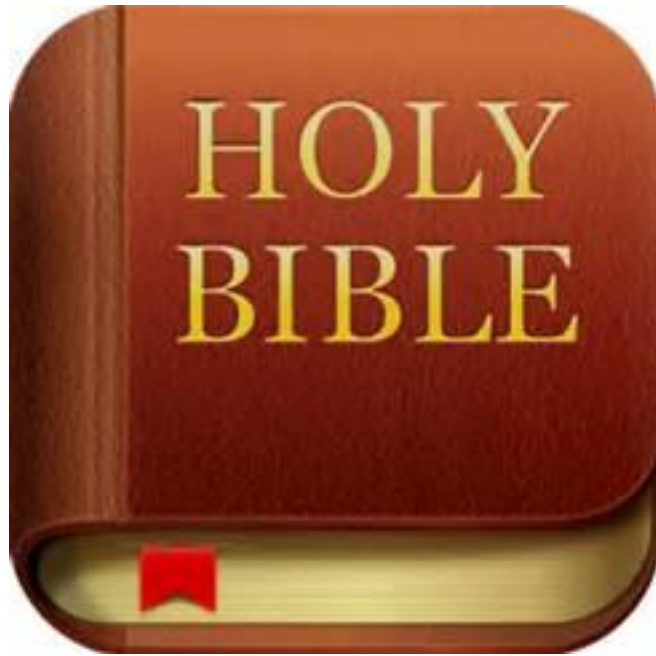
Integration of Minorities



SUCCESS



Paternalism



Moral & Cultural

Unit Cohesion -- Bonding together of soldiers in such a way as to sustain their will and commitment to each other, the **unit**, and mission.

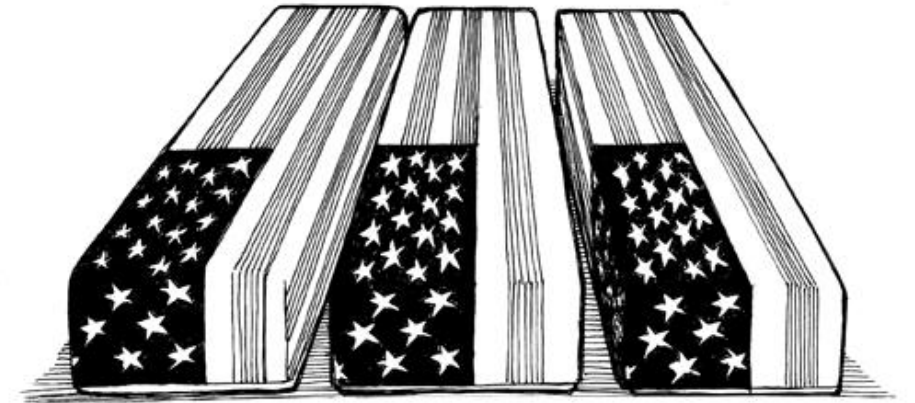


operational readiness (for unit)

The capability of a unit to perform the missions or functions performed in combat.

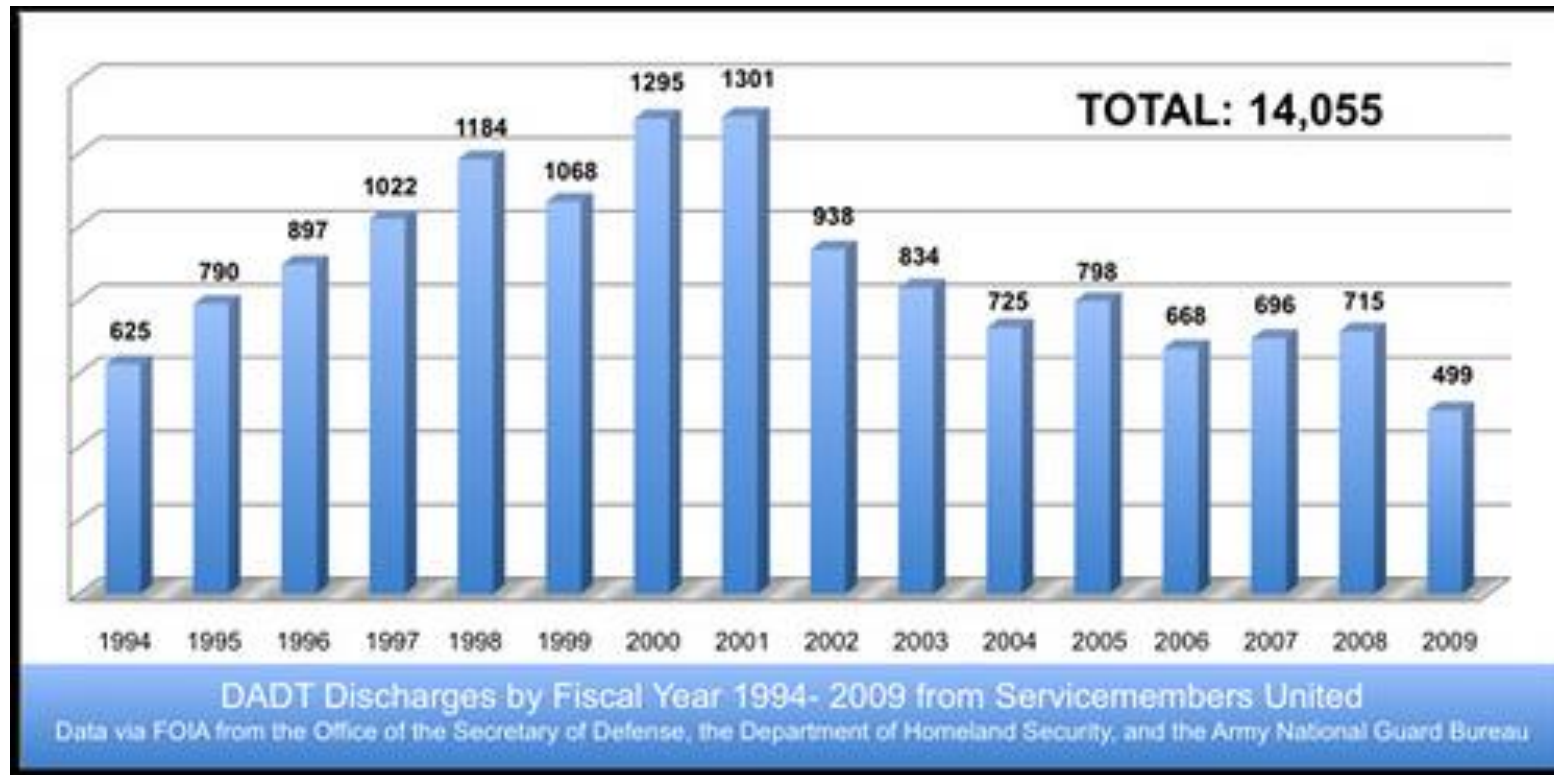


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WHICH IS THE GAY ONE?

Number of Gays and Lesbians Discharged 1994-2009



Don't Ask, Don't Tell, Don't Pursue, Don't Harass

Timeline	Policies – Events
1780s - WWII	Dishonorable Discharge, Court Marshal, Blue Discharge, Moral Grounds
WWII	Eased restrictions, Discharge, Court Marshal, WAC, Moral Grounds
1950 - 1980	General Discharge, Court Marshal, Gay rights movement, Changing cultural attitudes Threatens discipline, good order, cohesion
1994	Don't Ask, Don't Tell begins
2010	Legislation Repeal DADT – subj presidential/defense approval
2011	End Don't Ask, Don't Tell
Post 2011	DADT repeal has had no overall negative impact on military readiness cohesion, recruitment, retention, assaults, harassment, or morale.



@BarackObama

Barack Obama

By ending “Don’t Ask, Don’t Tell,” no longer will patriotic Americans be asked to live a lie in order to serve the country they love.

4 hours ago via web ☆ Favorite 🔄 Undo Retweet ↩ Reply

Hello, Women in Combat



Civil War Hospital



England, sort mail destined
1944. (National Archives)









Women in Combat Part I

Timeline	Events/ Policies
1854	Florence Nightingale --Crimean War Introduced women Nurses and sanitary conditions to hospitals
Civil War	Women Nurses formal role (USSC) Dorothea Dix
1901	Established Army Nurse Corps (combat exclusion assumed)
WWII	Nurses (Draft), Clerical work, Pilots, ... WAC, WAVES... (combat exclusion assumed)
1948 - 1973	Women's Armed Forces Integration Act. Formal combat exclusion vessels and aircraft engaged in combat missions Established WAC, WAVES 2% cap
1973	End of Draft – All Volunteer Force – Needed women to make work edged out 2% cap
1978	WAC disbanded, Women integrated into the military – Combat exclusion

Women in Combat Part II

Timeline	Events/Policies
1980s	More Women serving – Positions in Combat Support Teams, Military Police, Risk Rules
1990s	Removed restrictions combat aircraft & combat vessels Colocation restrictions – Support units risk of combat-excluded Exclude women direct armed combat
2001 +	Afghanistan & Iraq Wars Nonlinear battlefield blurred forward and rear operations Women at risk during convoy escort Embedded with Special Forces – help with Afghani women Concerns about women's promotion – equal opportunity

Gender Normed Standards – Takes into account physiological differences between men and women.

Used to **establish physical fitness**. [For 22 year olds man run 2 miles in 17:30; Women in 20:36] Considered equally physically fit.

Gender Neutral Standards – Standards used to measure the ability to **meet job requirements** and are **outcome based**. Men and women must meet same physical standards.

Statistics on Contemporary Women in military (2016)

	Army	Navy	Marines	Air Force	Total
Percent of Force	14.6%	18.7%	8.1%	19.4%	15.9%
Casualties recent operations	125	15	10	14	166
Wounded in Action	873	12	70	63	1033

Source: Kamarck K. 2016. *Women in Combat: Issues for Congress*. Washington DC: Congressional Research Service

Obama Years Changes

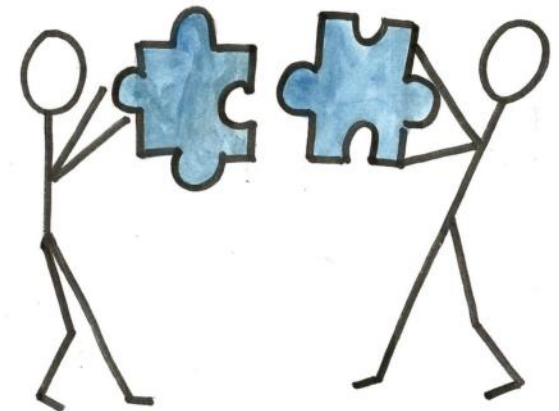
Timeline	Events/Policies
2009	Military Leadership Diversity Committee Open more fields – direct ground combat to women Identify pool of women qualified 3 or 4 Star
2011	DoD reviewed combat exclusion -eliminate co-location -allow assignments as exceptions/then assess -develop occupational gender neutral physical standards
2013	DoD rescinded the Direct Combat Exclusion Rule -Opened combat specialties/non combat specialties assigned to combat units to women. -Use validated occupational performance standards (physical & Mental) for all military specialties.

Implementing Gender Neutral Standards

- Finding Right Person Right Job
- Subject Matter Experts to evaluate the job specify tasks
- Develop standards that predict success
- Focus on outcomes
- Test Standards using experimental data – Experienced women
- 90% of men can perform tasks (keep)

Army – leading the way

Tanks –evacuated wounded crew
Lower road march standard



Scientific Review of Occupational Standards

Stronger Force

More women serving in and around
Combat (still % low)

Legacy



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