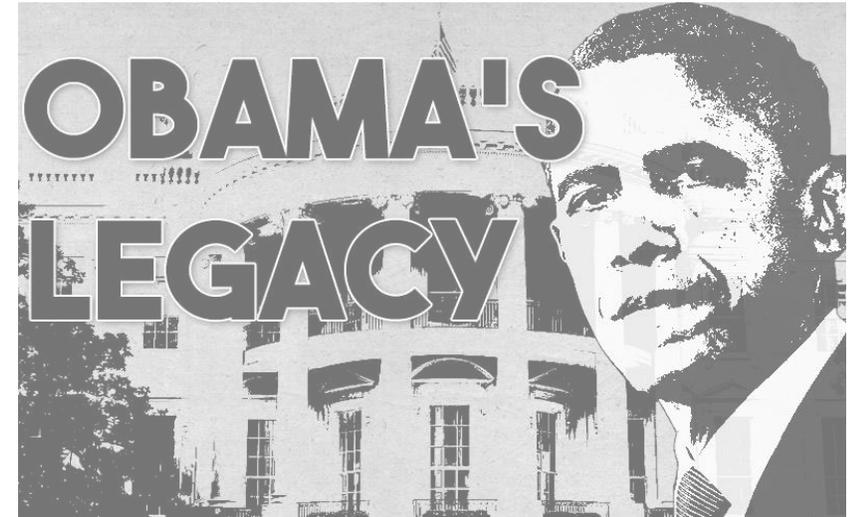


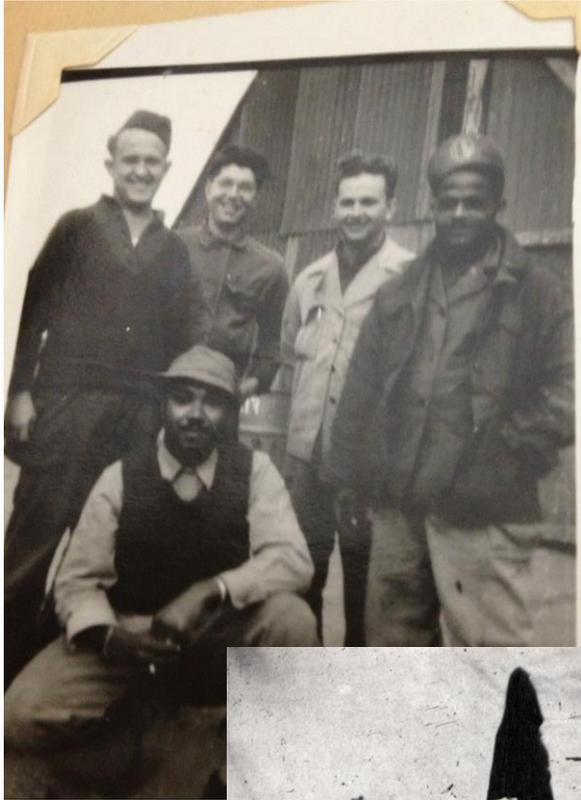
Goodbye Don't Ask Don't Tell – Hello Women in Combat: The Obama Legacy

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Presented at “The Obama Legacy: Preliminary Perspectives”
conference, Texas State University, San Marcos, TX, February 2, 2017



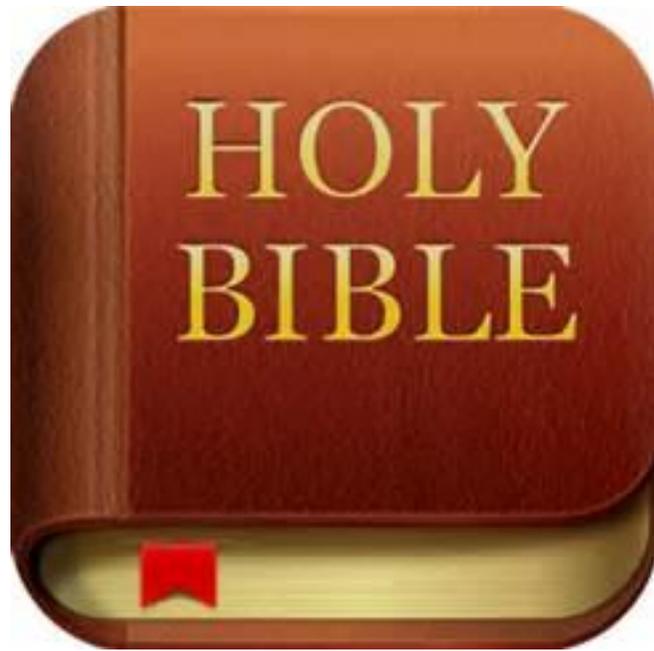
Integration of Minorities



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.

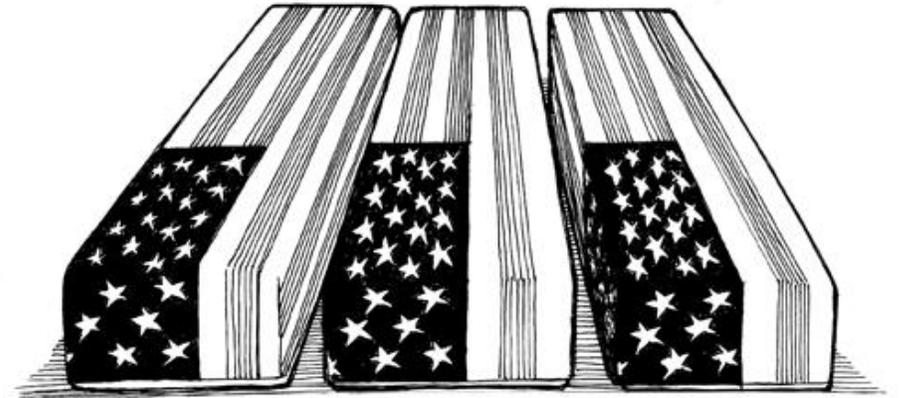


operational readiness (for unit)

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

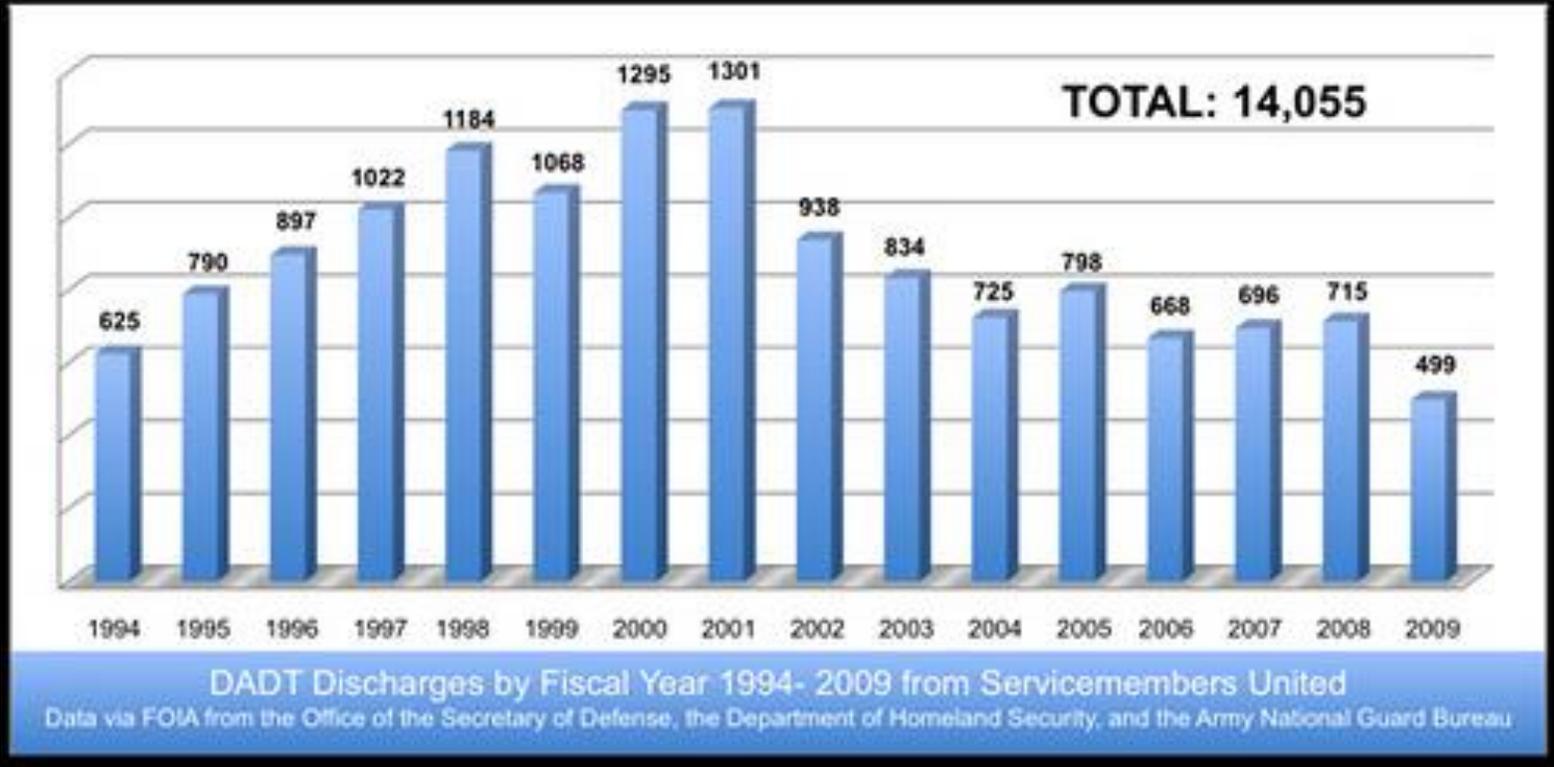


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WHICH IS THE GAY ONE ?

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

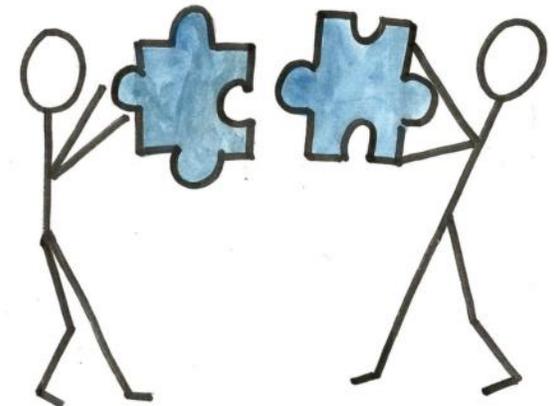
| Timeline | Events/Policies |
|----------|--|
| 2009 | <p>Military Leadership Diversity Committee</p> <p>Open more fields – direct ground combat to women</p> <p>Identify pool of women qualified 3 or 4 Star</p> |
| 2011 | <p>DoD reviewed combat exclusion</p> <ul style="list-style-type: none">-eliminate co-location-allow assignments as exceptions/then assess-develop occupational gender neutral physical standards |
| 2013 | <p>DoD rescinded the Direct Combat Exclusion Rule</p> <ul style="list-style-type: none">-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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