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ORGANIZATIONAL INFORMATION SHEET

18 NOV 1982

ORGANIZATION: Defense Advisory Committee on Women in the Services (DACOWITS)

MAILING ADDRESS: OASD (MRA+L) MP&FM DACOWITS
The Pentagon, Room 3D769
Washington, D.C. 20301

TELEPHONE: (202) 697-2122

CHAIR
PRESIDENT: (Include home address, please) Dr. Mary Evelyn Blass Huey
President, Texas Woman's University
P.O. Box 23925
Denton, Texas 76204 (eff. 1 Jan 1983)

EXECUTIVE DIRECTOR: CAPT. MARY J. MAYER
U.S. AIR FORCE

STAFF SIZE: 2

MEMBERSHIP SIZE AND CONSTITUENCY: 34

SOURCE OF FUNDING: DEPARTMENT OF DEFENSE

PURPOSE: SEE ATTACHED.

ANNUAL OBJECTIVES: SEE ATTACHED

BRIEF HISTORY: SEE ATTACHED.

METHOD OF OPERATION: HOLD 2 SEMIANNUAL CONFERENCES PER YEAR TO COMPOSE (PROVIDE) RECOMMENDATIONS TO THE SECRETARY OF DEFENSE ON MATTERS RELATING TO WOMEN IN THE SERVICE

PUBLICATIONS: PROCEEDINGS FROM THE 2 SEMIANNUAL CONFERENCES.

BOARD OF DIRECTORS: N/A

(Attach any additional information appropriate.)

RETURN TO: Mary Elizabeth Quint
Deputy Special Assistant
The White House
Washington, DC 20500

DEFENSE ADVISORY COMMITTEE ON WOMEN IN THE SERVICES (DACOWITS)

The Defense Advisory Committee on Women in the Services (better known by its short title DACOWITS) was established in 1951 by the Secretary of Defense. DACOWITS is composed of civilian men and women who are selected on the basis of their outstanding reputations in business, the professions, public service, and their records of civic leadership, with due regard to equitable distribution of fields of interest and geographical location.

Members are appointed to DACOWITS by the Secretary of Defense. Term of membership is three years. The members serve as individuals, not as official representatives of any group or organization with which they are affiliated.

The nature and purpose of the Committee is to assist and advise the Secretary of Defense on policies and matters relating to women in the Services. In carrying out its purpose the Committee interprets to the public the need for and the role of women as an integral part of the All Volunteer Force; encourages public acceptance of military service as a citizenship responsibility and as a career field for qualified women; recommends measures to insure effective utilization of the capabilities of the women in the Services; and provides a vital link between the Armed Forces and the civilian communities.

The Committee has been particularly effective in the areas of recruitment and retention of servicewomen. Within their particular field of interest and geographical area, each DACOWITS member endeavors to aid the recruiting program by obtaining publicity in the local media and by endorsing military careers in speaking engagements. In their recommendations to the Department of Defense, the Committee concentrates on areas which affect the retention rate, housing, pay and allowances, job opportunities and existent inequities. Their recommendations are valuable in considering and seeking changes in policies and laws.

The Committee meets formally in the spring and fall of each year, usually in April and October. Additional meetings of subcommittees and task groups are held, as necessary, in response to tasking by the Chairperson. Travel, hotel, and incidental expenses for these meetings will be paid for by the Department of Defense. The recommended voluntary visits to military installations/organizations are conducted by individual members to keep fully informed on current military activities and policies. The expenses for these visits are assumed by the DACOWITS members.

April 1981

A HISTORY OF DACOWITS OBJECTIVES AND ACCOMPLISHMENTS

The year is 1951. The United States is embroiled in the Korean War. Once again the need is great for additional sources of military manpower. General George C. Marshall, the Secretary of Defense, has personally invited 50 women to meet with him in Washington. These women are leaders in business, industry, education, the professions and civic organizations. Their job? To advise the Secretary of Defense on how to obtain more women for the Armed Forces, increase their retention rate, and better utilize their capabilities.

The group was organized that November as the Defense Advisory Committee on Women in the Services (also known by its short title... DACOWITS). The Committee was to work directly with the Assistant Secretary of Defense for Manpower, Personnel and Reserve Affairs. It was divided into five working groups: Training and Education, Housing and Welfare, Utilization and Career Planning, Health and Nutrition, and Recruiting and Public Information.

During that first, formative year, the Committee made 15 official recommendations:

- The first was that an analysis be made of job training for women;
- Second: That more servicewomen be assigned as recruiting personnel. Incidentally, this was the first in a long succession of recruiting recommendations.
- Third: That all Services improve housing facilities for women; again, only the first to be heard on that issue.

Of the first 15 recommendations, 10 were accepted and carried out by the Department of Defense or the Services. A unified recruiting program was initiated nationwide. The campaign was unprecedented in its scope and achieved great success in attracting women into the Service of their country; nearly 50,000 served on active duty at the peak of the Korean Conflict. Field trips to military installations were initiated in this first year.

A postage stamp honoring women in the Services was issued in 1952 and on 11 September the Committee attended special ceremonies at The White House commemorating the first day issue of the stamp.

In 1953, national contract publicity on women in the Services came to an end. The Korean Armistice called for a new look at the Committee. The DACOWITS objective and mission was changed from an intensified recruiting program to one of promoting the acceptance of military service as a career for women. A new charter established a minimum of two Committee meetings a year.

In April 1954, President Eisenhower addressed DACOWITS at The White House and expressed his appreciation for their contribution to the Armed Forces. The members were provided information on the new WAC Center at Fort McClellan, Alabama, which began training in its new buildings that year. All of the members were invited to visit the new center.

1955 was the year in which the subcommittee on housing submitted a study for women officers' quarters. Also, a study on qualifications considered necessary to guarantee recruitment of high calibre women was completed and distributed. The Professional Subcommittee presented recommendations for exploring the possibility of adapting the male reserve officer training program (ROTC) to fulfill the needs of the women's Services. (In 1969 the Air Force began enrolling women in ROTC and now offers the coeducational ROTC program at 154 universities. The response of women to this program has been exceptional. Moreover, the Commander of the Air Force ROTC has said that he thinks that the retention of men in those universities where they have women in the ROTC program has been better.)

In 1956 DACOWITS recommended that the Department of Defense give top priority to a career incentive bill for nurses and medical specialists. This was done. The bill was strongly supported by individual DACOWITS members who had seen these women in action. It became law in 1957. Also in 1956, DACOWITS backed a Women's Army Auxiliary Corps bill which provided credit for service performed when the WAC was a civilian auxiliary to the Army. This bill was passed in 1959.

Two major recommendations were made in 1957. The first was that dependent parents of military personnel be permitted to use civilian medical facilities. This was later adopted by Department of Defense. The second was the resubmission of 1956 recommendations that married military women be permitted to live off post and collect the allowance for quarters.

In 1958 the primary interests of the Committee were housing and recruiting activities. The Committee recommended that Wherry Family Housing Units be assigned as quarters for bachelor officers. Department of Defense accepted this recommendation and requested each of the Services to assign these units to unmarried officers where bachelor officer quarters were inadequate.

A survey was conducted that year under the direction of Captain Quick, Director of WAVES, and with assistance of several DACOWITS members, that showed the public was still woefully uninformed on military programs for women. Captain Quick recommended a more effective people-to-people program; more military women to speak to men's groups and more male military personnel to speak about military women.

In 1959 the Committee recommended that future construction of enlisted housing meet the minimum housing standards developed by the DACOWITS. They again proposed legislation to permit payment of quarters allowance for married military women.

The DACOWITS recommended legislation to remove grade restrictions on female officers in 1960. At that time no woman could serve in the line of the Armed Forces in the grade higher than Lieutenant Colonel unless she was the Director of a component and then she could only serve for a temporary period. After she completed that tour she had to revert back to Lieutenant Colonel. When she retired, she would retire as a full Colonel, however. (The recommended legislation was enacted into law in 1967.)

In the year 1961, housing was again of primary interest. DACOWITS recommended that the Secretary of Defense assure that construction contracts for bachelor officer quarters adhere to the standard designs, retaining all features of space, kitchen and bath facilities.

1962 was the year of the big push to eliminate statutory restrictions on the promotion of women officers. DACOWITS members serving on the Federal Employment Practices Committee of the President's Commission on the Status of Women presented to that group the promotions limitations problem in the women's Services. As a result, the Federal Employment Practices Committee presented a resolution on this subject to the Commission on the Status of Women. The Secretary of Defense at this time agreed to propose legislation to correct the inequity.

The Committee continued to push for legislation to remove grade restrictions for women and for improved housing standards in 1963. An Ad Hoc Committee prepared a study on the impact of a woman remaining on active duty with dependents under 18. At this time, only the Army Nurse Corps was in favor of having women on active duty with minor children and then, only if the children were over 15. Accordingly, the study was dropped, but the subject of minor children and pregnancy was reconsidered in 1970. The Services now have policies for retaining some women with children. These policies differ among the Services.

In 1964, the Secretariat prepared and distributed a handbook for all members which incorporated background information, rosters, biographical data, and other useful information. In April DACOWITS visited The White House. President Johnson complimented the Committee's many contributions and expressed his pride in their service. Press, radio and TV coverage of this event enhanced the prestige of women in the Armed Forces.

In this year, too, the Committee prepared a thorough study of military housing and presented it to the Secretary of Defense. The study assessed current housing, its impact on morale and retention, comparison between military and civilian housing, and presented specific recommendations regarding enlisted and bachelor officer housing. The report served for many years as a basis for further recommendations, decisions and follow up studies for the Committee and the Department of Defense.

In 1965, for the first time, a session was held at a site outside of Washington, D. C. That year the October meeting was held in San Antonio, hosted by the Air Force. The Assistant Secretary of Defense for Public Affairs agreed to a Committee recommendation to sponsor a tour of military installations for women in the news media and DACOWITS members. The tour was highly successful in obtaining publicity for the women's Services and in educating the public on the Armed Forces' utilization of women. The Committee continued to push for legislation to remove restrictions on the promotion of women. To emphasize recruiting for nurses and medical specialists, many members made speeches that year at state nurses association meetings and high schools to encourage women to pursue a nursing career in the Armed Forces.

The Assistant Secretary of Defense for Manpower, accepting a DACOWITS recommendation in 1966, appointed a working group of senior women line officers to prepare a study on the utilization of women in the military Services. The study was subsequently used as a basis for increasing the strength of the women's Services and for improving their utilization. To further the recruitment of nurses and medical specialists, DACOWITS members requested state governors to issue proclamations on the 65th Anniversary of the Army Nurse Corps. This resulted in much favorable nationwide publicity. This year the Committee redoubled its efforts to get the legislation through Congress to remove promotion restrictions on women.

Finally, in May 1967, the House passed the bill removing promotion ceilings on women. In late October it passed the Senate and on 8 November there was a signing ceremony at The White House. By signing Public Law 90-130, President Johnson honored all women who have served their country when he said: (Quote) "There is no reason why we should not some day have a female Chief of Staff or even a female Commander-in-chief." (End of Quote).

The Committee placed great emphasis on assisting local recruiters in 1968. In the area of legislation, it was recommended that the pay of second and first lieutenants be increased as a means of attracting and retaining more junior officers. Two years later, this recommendation was heard again when the President announced his concept of an all-volunteer military force. Also during this year, DACOWITS recommended appropriate legislation to provide the same severance pay for Regular officers as is provided for Reserve officers who are separated involuntarily. And again the Committee continued to push for elimination of inequities regarding military women who are married.

In 1969, the Committee stressed its support for the Griffiths-Tower Bill to provide equal treatment for married members of the Services. It also recommended that the middle enlisted grades be housed not more than two to a room or else be allowed to live off post and receive quarters allowance; and that all officers, regardless of rank, be permitted to live off post. A recommendation that husbands of servicewomen be permitted Post Exchange and Commissary privileges was accepted by the Department of Defense and a message was sent to the field in 1970 which gave husbands these privileges.

The subcommittee structure of DACOWITS was reorganized in 1970 to meet new demands of the times. The standing subcommittees would be Housing, Recruitment, Community Relations, and Legislative Matters. Special provisions for Ad Hoc Committees to work on special tasks were also made. The first task force was organized to plan events for the 20th Anniversary of the establishment of the Defense Advisory Committee on Women in the Services.

This year the Committee had some tangible evidence of the success of one of its major efforts. Anna Mae Hays, the Chief of the Army Nurse Corps and Elizabeth P. Hoisington, the Director of the Women's Army Corps were promoted to the rank of Brigadier General on 10 June 1970.

"Recall to Duty - 1971" and "A Salute to Women in the Services" were the themes adopted for DACOWITS' 20th Anniversary year. Committee reaffirmed its support of recommendations to improve bachelor housing, and elimination of inequities in entitlements for husbands of servicewomen. Interestingly, the Department of Defense and the Services now publicly recognize that improved bachelor housing is a must for an all-volunteer force.

At the April 1971 meeting the Committee was greeted by the Secretary of Defense, The Honorable Melvin R. Laird, and by the Chief of Naval Operations, Admiral Elmo R. Zumwalt, Jr.

The Committee recommended, among other things, that:

- The Department of Defense support high quality standards of enlistment and retention.
- The Department of Defense continue to press for passage of needed legislation.
- Open bay quarters where they exist, be phased out.
- A Department of Defense press desk be established to handle inquiries on women in the Services. This was done in August... something of a record for action.

In 1971 the Air Force announced the selection of its first woman to be promoted to Brigadier General and in July promoted Jeanne Holm, Director, Women in the Air Force. DACOWITS has subtly suggested that the remaining Services follow suit. In the interim, when the

directors of the Army Nurse Corps and Women's Army Corps retired in the Summer of 1971, their replacements, Lillian Dunlap and Inez Bailey, received their stars.

In reviewing 20 years of DACOWITS contribution to the Department of Defense, two distinctive characteristics are readily evident:

First, their foresight...they were able to identify the important issues very early in the game, i.e., recruiting and public relations problems...housing as an irritant...inequities based on law; such as quarters allowance, etc.

Second, their almost bulldog tenacity...once an issue was identified the Committee continually pressed for action until the issue was finally resolved.

ORGANIZATIONAL INFORMATION SHEET

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MAILING ADDRESS: OASD(MRA&L) DACOWITS
The Pentagon, Room 3D322
Washington, D.C. 20301

TELEPHONE: (202) 697-5655

CHAIR: Mrs. Maria Elena Torralva, P.O. Box 2641, San Antonio, Texas 78299

EXECUTIVE SECRETARY: Captain Mary J. Mayer, USAF

STAFF SIZE: 2

MEMBERSHIP SIZE AND CONSTITUENCY: 34 civilian men and women

SOURCE OF FUNDING: DoD Budget

PURPOSE: Provide the Secretary of Defense with assistance and advice on matters relating to women in the Services, and recommend measures to ensure effective utilization of the capabilities of these women. Interpret to the public the need for and role of women as an integral part of the All-Volunteer Force; encourage public acceptance of military service as a citizenship responsibility and career field for qualified women; and provide a vital link between the Armed Forces and the civilian communities.

ANNUAL OBJECTIVES: Hold 4 Executive Committee Meetings and 2 Semiannual Meetings per year; provide advice to the Secretary of Defense for the most effective utilization of women in the Services; visit at least 2 military installations per year per member.

BRIEF HISTORY: See attached materials.

METHOD OF OPERATION: See attached materials.

PUBLICATIONS: Minutes from the Spring and Fall Semiannual Meetings.

BOARD OF DIRECTORS: N/A

(Attach any additional information appropriate.)

RETURN TO: Wendy Borchardt
Special Assistant to the President
for Public Liaison
The White House
Washington, D. C. 20500

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