

## DEOMI News Highlights

---

DEOMI News Highlights is a weekly compilation of published items and commentary with a focus on equal opportunity, equal employment opportunity, diversity, culture, and human relations issues. DEOMI News Highlights is also a management tool intended to serve the informational needs of equity professionals and senior DOD officials in the continuing assessment of defense policies, programs, and actions. Further reproduction or redistribution for private use or gain is subject to original copyright restrictions.

### **The Corps has lost more than 25,000 Marines to misconduct over the past decade [Paul Szoldra, *Task & Purpose*, 17 July 2019]**

- The Marine Corps has lost more than 25,000 Marines to misconduct over the past decade, according to Commandant Gen. David Berger.
- In his 2019 [Commandant's Planning Guidance](#), Berger said that the Corps' "continued loss of 8,000 Marines per year to non-EAS attrition is unacceptable," using an acronym to describe the end of active service in an enlistment. A total of 25,336 Marines were booted from the Corps between 2009 and 2019; 11,765 were for drug and alcohol offenses, while 13,571 were over unspecified misconduct.
- "This must change," Berger wrote, noting that the cost to replace that many Marines was in excess of \$1 billion. "We are an elite institution of warriors, and will remain so on my watch... It is our shared responsibility to ensure the continued health of our collective soul and identity."  
[The Corps has lost more than 25,000 Marines to misconduct over the past decade](#)

### **What's next for enlisted female submariners [Mark D. Faram, *Navy Times*, 18 July 2019]**

- The Navy's effort to integrate submarine crews with women reached an important milestone on Monday when officials announced a "gender-neutral" process for female sailors seeking to join the silent service [[NavAdmin 159/19](#)].
- The total number of women on subs remains small. As of Monday, the Navy counted roughly 85 commissioned officers and 200 female sailors in a force with more than 3,000 officers and 20,000 enlisted men, according to Lt. Cmdr. Adam Cole, spokesman for the chief of naval personnel.
- Officials say that overall the integration process has gone well and about one out of every five members of an integrated crew is female. Naval Submarine Forces spokeswoman Cmdr. Jodie Cornell said those numbers are expected to grow, thanks to a plan "to integrate 21 crews with female officers and 14 crews with female enlisted sailors."

[What's next for enlisted female submariners](#)

### **Women are now seen as equally intelligent as men, study finds [Alia E. Dastagir, *USA TODAY*, 18 July 2019]**

- In the last 70 years, some gender stereotypes about women have shifted dramatically, while others remain firmly rooted, according to new [research](#) published in the *American Psychologist*, the flagship journal of the American Psychological Association.
- The meta-analysis of 16 public opinion polls totaling more than 30,000 U.S. adults from 1946 to 2018 looked at three traits: competence (intelligence, creativity), communion (compassion, sensitivity), and agency (ambition, aggression).
- It found the most significant change in attitudes around women's competence—most people now believe women are equally intelligent as men. But it also found that stereotypes viewing women as more compassionate and sensitive grew stronger, and that women are still viewed as less ambitious than men.

[Women are now seen as equally intelligent as men, study finds](#)

# DEOMI News Highlights

---

## **Culture**

[Apple, Google continue inclusive push with new emoji](#)  
[Winners overlook rigged games' lack of fairness, study finds](#)

## **Diversity**

[This new Marine was born in Afghanistan and hopes to return—this time to fight extremism](#)  
[What's next for enlisted female submariners](#)  
[\(Enlisted women now free to apply for submarine duty at any time\)](#)

## **Human Relations**

[High-Risk ANG Wings Boosting Mental Health Support](#)  
[Troops lend a hand at Okinawa school founded to combat cross-cultural bullying](#)

## **Miscellaneous**

[CBP denies Marine Corps veteran entry for citizenship interview](#)  
[Fleet Finding New Sleep-Sensitive Watch Schedules Boosts Crew Performance, Efficiency](#)  
[New commandant considering 1 year leave of absence for moms and changes to evaluating and promoting Marines](#)

## **Misconduct**

[Chief loses anchors for lies about a petty officer's wife](#)  
[The Corps has lost more than 25,000 Marines to misconduct over the past decade](#)  
[IG Rebukes Former Pentagon Spokeswoman for Making Staff Run Her Errands](#)  
[New Data Finds Child Abuse, Neglect Still Underreported in the Army](#)  
[Police, Army investigate soldier shown in video twisting woman's arm, yelling expletives in anti-America rant](#)  
[Top Marine says most Marine recruits require a drug waiver. But does the Marine Corps have a drug problem?](#)

## **Racism**

[Air Force NCO behind racist online video separated from service](#)

## **Religion**

[Meet the first Norse Heathen airman to grow a beard in the Air Force](#)

## **Sexism**

[Lawmaker Orders Investigation into "Pink Tax" on Women's Military Uniforms](#)  
[Sexual harassment at work is finally on the decline—now for the bad news](#)  
[Women are now seen as equally intelligent as men, study finds](#)  
[Why leaving the military is harder for female vets](#)

## **Sexual Assault/Harassment**

[Rape Case Judge Resigns Over "Good Family" Remark; State Orders Training](#)

# Culture

# Apple, Google continue inclusive push with new emoji

By Michelle Chapman

The Associated Press, July 17, 2019



*This image provided by Apple shows new emoji's released by Apple. Both Apple and Google are rolling out dozens of new emojis that, as usual, included cute critters, but also ones that expand the boundaries of inclusion. The announcement coincides with Wednesday, July 17, 2019 World Emoji Day. (Apple via AP)*

Apple and Google are rolling out dozens of new emoji that include cute critters, of course, but also expand the number of images of human diversity.

Apple Inc. is releasing new variants of its holding hands emoji that allow

people to pick any combination of skin tone and gender, 75 possible combinations in all. There are also wheelchairs, prosthetic arms and legs, as well as a new guide dog and an ear with a hearing aid.



And then there's the sloth, the flamingo, the skunk, the orangutan, as well as a new yawning emoji.

Google, meanwhile, will offer 71 versions of couples with different skin tones once the additions are completed. Google is also adding an emoji for the Diya lamp so that Diwali can be celebrated alongside Christmas and Thanksgiving.

New emoji routinely pop up every year. Earlier this year the Unicode Consortium [approved 71 new variations](#) of emoji for couples of color. Apple and Google unveiled their designs Wednesday to coincide with [World Emoji Day](#).

Anyone can propose an emoji. But for it to make it to phones and computers, it [has to be approved](#) by Unicode. The nonprofit group, mostly made up of people from large tech companies like Apple, Google and Facebook, translates emoji into one standard, so that a person in France, for example, can send an emoji or a text message to a person in the U.S. and it will look the same, no matter what brand of phone or operating system they use.

It's this group that ultimately weighs in on whether we get a sad pile of poop to complement the smiling one, or whether sliced bagel deserves an emoji alongside bread and croissant.

Apple's new emoji will be available in a few months with a free software update for the iPhone, iPad, Mac and Apple Watch. Google said its emoji will be released with Android Q later this year.

# Winners overlook rigged games' lack of fairness, study finds

By Seth Borenstein

The Associated Press, July 17, 2019



*In this Wednesday, Feb. 27, 2013 file photo, a dealer resets a deck of cards at a casino in Las Vegas. A Cornell University study released on Wednesday, July 17, 2019, created a card game that literally stacked the deck in favor of winners. Yet 60% of those winners thought it was fair, even though they were shown how the deck was stacked. Sociologists say the study tells us about privilege and how we perceive fairness. (AP Photo/Julie Jacobson)*

WASHINGTON (AP) — When it comes to fairness and privilege, a new study finds it really is not about how you play the game. It's about whether you win or lose.

A new experiment, played out as a card game, shows that even when the deck is literally stacked in people's favor — and they know it — most winners still think it's fair anyway. Losers don't, according to a study in Wednesday's journal [Science Advances](#).

The study “tells us something about privilege and about society,” said Bates College sociologist Emily Kane, who wasn't part of the research. “It reminds us how powerful perceptions are — it's not just what is happening that matters, it's often more a matter of what we think is happening,” she wrote in an email.

The research shows how people who have advantages in life can give themselves too much credit in explaining how they got so far, Kane said.

It all started when some Cornell University sociology graduate students were playing a card game that rewards someone who has already won. Study lead author Mario D. Molina noticed that people who won — because the rules benefited them — thought it was their skill, when it mostly wasn't.

So Molina and colleagues created their own game that would take away randomness as much as possible and rewarded winners by letting them discard their worst cards and take away the losers' best cards. Nearly 1,000 players were shown how it works and how the game was rigged to help the winners.

The players were asked if the game was fair, based on luck or based on skill. Molina said 60% of the winners thought the game was fair, compared with 30% of the losers. And when it came to explaining who won, winners attributed it to talent three times more often than losers.

Once the game got even more unfair, with a second round of card exchanges to further benefit the winners, far fewer winners thought the game was fair. Molina called that “the Warren Buffett effect,” after the billionaire who has called on higher taxes for the rich to level the playing field.

Molina said this is just a game and noted that the players tended to be younger, whiter and richer than America as a whole — so using these results to explain society more broadly could be too much of a leap. Yet he said it is useful when thinking about economic privilege.

The main message of the study was pessimistic, said Eliot Smith, a brain sciences professor at Indiana University who wasn't involved in the research: People have problems making moral judgments about fairness when it benefits them.

---

Follow Seth Borenstein on Twitter: [@borenbears](#).

---

The Associated Press Health and Science Department receives [support](#) from the Howard Hughes Medical Institute's Department of Science Education. The AP is solely responsible for all content.

# Diversity

## This new Marine was born in Afghanistan and hopes to return – this time to fight extremism

By Phillip Walter Wellman and Chad Garland

Stars and Stripes, July 17, 2019



*Pvt. Atiqullah Assadi, an Afghan-born Marine, was eager to return to his birth country to fight extremism, after graduating from boot camp July 12, 2019.*

*SCREEN SHOT/U.S. MARINE CORPS*

Marine Pvt. Atiqullah Assadi remembers the Afghanistan of his childhood vividly.

The country's mountains and vistas remind Assadi, who later grew up in Detroit, of western states like Colorado and Washington.

"I would love to return," said Assadi, seated on the steps in front of a building at Parris Island, S.C., in a Marine Corps [video](#) released Monday. "It's beautiful there ... other than the parts where, unfortunately, extremism and the terrorists, you know, took over."

Assadi, who graduated from boot camp last week, would be among a small but valued number of native Afghan U.S. servicemembers fighting a war now in its 18th year.

The video paired scenes from his home country with footage of him in Marine Corps basic training — clambering over obstacles, marching in formation and fighting hand-to-hand with fellow recruits.

Meanwhile, Assadi shared painful memories of life from before his family immigrated to Michigan.

"I remember waking up by masked men ... they kidnapped my father and my brothers ... coming from the mosque," Assadi said. "They had a truck outside the house. They were putting everything — every single thing, as small as a needle — [inside it] basically looting the house."

Assadi was crying as he pleaded with the men not to kill his father, he recalled, and his father heard him.

"My father had a smile on his face and said, 'Don't cry, son. You're stronger. These days will leave. These days will go away. Just have faith,'" Assadi said.

While he and his family were able to escape, the bloodshed in his homeland is continuing into its fourth decade. After earning the Corps' eagle, globe and anchor emblem last month, Assadi said he wanted to return.

"I decided I want to serve ... to fight against extremism," he said.

Since the majority of foreign combat forces were withdrawn from the country in late 2014, the Taliban has resurged and now control about 10% of the country; they are vying for control of another third, the latest U.S. military assessments show.



*Pvt. Atiqullah Assadi sits on the steps in front of a building at Parris Island, S.C. The Afghan-born Marine was eager to return to his birth country to fight extremism, after graduating from boot camp July 12, 2019.*

*SCREEN SHOT/U.S. MARINE CORPS*

President Donald Trump has said he wants to pull the U.S. out of Afghanistan. U.S. diplomats say they have made progress in

<https://www.stripes.com/news/this-new-marine-was-born-in-afghanistan-and-hopes-to-return-this-time-to-fight-extremism-1.590615>

hammering out terms with the Taliban for a potential withdrawal and guarantees that the country won't be used for terrorism against the West again.

Now the U.S., China, Russia and Pakistan want the militants to enter negotiations with the Kabul government and other Afghans, and to declare a cease-fire, the U.S. said last week in a statement following four-party talks in Beijing.

Although figures on the number of native Afghans in the U.S. military weren't immediately available, several have been featured in news stories and military press releases.

Four native Afghans in the Army deployed to the country last year as translators attached to the 1st Security Force Assistance Brigade, the Army has said, and 10 deployed this year with the 2nd SFAB.

Another Afghan native, Mohammad Nadir, served as an interpreter for U.S. troops in Helmand province for three years before moving with his family to live in the U.S. and joining the service, a Marine statement said after his boot camp graduation in 2017.

"When I saw the Marines fighting I knew I wanted to do that," said Nadir, who first stepped foot on U.S. soil on the Corps' birthday in November 2014. "I respect them a lot for what I saw those Marines do in Afghanistan."

Marines now mainly serve in restive Helmand, where the Corps had suffered some of the heaviest casualties earlier in the war, and at Bagram Airfield, the largest U.S. base in the country, north of the Afghan capital. Three Marines were killed and three others wounded in a roadside bomb blast outside Bagram in April.

Before joining the Marines, Assadi had served in Afghanistan as an intelligence contractor with the Defense Department between 2011 and 2013, Task and Purpose reported.

Assadi enlisted as a reconnaissance Marine, the website said, one of the high-demand career fields in which the Marine Corps is offering large reenlistment bonuses to hang on to experienced troops as it faces a large exodus and a dwindling pool of potential recruits.

"The extremists, the Taliban or any of these people ... they should not have a home on Earth," Assadi said. "I feel I should be able to help out, do something, you know, to help out the people and try to eliminate these people. So, here I am."

[wellman.phillip@stripes.com](mailto:wellman.phillip@stripes.com)

Twitter: [@pwwellman](https://twitter.com/pwwellman)

[wellman.phillip@stripes.com](mailto:wellman.phillip@stripes.com)

Twitter: [@chadgarland](https://twitter.com/chadgarland)



## What's next for enlisted female submariners

By Mark D. Faram

Navy Times, July 18, 2019



*Gold Crew sailors assigned to the guided-missile submarine Florida trained on June 27 at Georgia's Naval Submarine Base Kings Bay. (Mass Communication Specialist 1st Class Ashley Berumen/Navy)*

The Navy's effort to integrate submarine crews with women reached an important milestone on Monday when officials announced a "gender-neutral" process for female sailors seeking to join the silent service.

Female officers have been going to sea in submarines since 2011 and a plan to incorporate enlisted women was announced three years later. Since then, the Navy has called four times for female sailors to convert their careers into submarine ratings, the last of the selections coming last year.

Enlisted women now serve in the Blue and Gold crews on board four guided-missile submarines: Ohio, Michigan, Florida and Georgia. Going forward, new volunteers will be converted on a case-by-case basis, just like the men, according to [NavAdmin 159/19](#).

"Today, we have eight submarine crews that are integrated," said Lt. Cmdr. Adam Cole, spokesman for the chief of naval personnel.

"With that pool of enlisted female submariners already in place, we can now manage the community using a holistic process of planning for planned rotation dates and expected vacancies on each submarine while continuing to integrate future crews."

- [Second submarine welcoming enlisted female crew members \[2018-02-21\]](#)

The total number of women on subs remains small. As of Monday, the Navy counted roughly 85 commissioned officers and 200 female sailors in a force with more than 3,000 officers and 20,000 enlisted men, according to Cole.

But the Navy's gender integration plan for subs was based on lessons learned after a 1978 federal court ruling prodded the sea service to begin putting women on ships. For the next decade, Navy leaders confronted a flood of junior enlisted women into the surface fleet with no female leaders or support networks in place to help them.

The silent service has not been without problems since the first group of female submariners reported for duty in late 2011.

In 2014, a dozen men were implicated in a scandal involving the filming of [female crew members](#) in showers on board the ballistic missile submarine Wyoming, which is now undergoing a midlife refueling at Norfolk Naval Shipyard.

More recently, Navy leaders fired Capt. Gregory R. Kercher, the commanding officer of Florida's "Gold Crew," for what they say was his failure to properly address rumors of lewd lists circulating on the boat that [sexually rated female shipmates](#).

But officials say that overall the integration process has gone well and about one out of every five members of an integrated crew is female.

Naval Submarine Forces spokeswoman Cmdr. Jodie Cornell said those numbers are expected to grow, thanks to a plan "to integrate 21 crews with female officers and 14 crews with female enlisted sailors."

That's up from today's 19 crews integrated with female officers and 8 with female enlisted sailors.

<https://www.navytimes.com/news/your-navy/2019/07/18/whats-next-for-enlisted-female-submariners/>

- [12 sailors implicated in submarine shower scandal \[2014-12-12\]](#)

When it leaves the yard after its Engineered Refueling Overhaul, Wyoming will become one of those boats. Its modernization work includes adapting and expanding berthing spaces for women.

“As with each integrated submarine crew, female officers report first, followed by female E-7 and above sailors, and finally female E-6 and below sailors,” Cornell said.

Although female officers are serving on board fast attack subs, Navy leaders decided not to retrofit existing Los Angeles- or Virginia-class boats [to accommodate an influx of enlisted women](#).

Instead, officials plan to build those berthing spaces into future Virginia-class subs, such as the New Jersey, and the new Columbia-class ballistic missile boats.

Female officers are expected to begin reporting to the New Jersey in 2020, with women in pay grades E-7 and above arriving in late 2022. First class petty officers and below will begin flowing in about six months after that, according to Cornell.



*Machinist's Mate (Weapons) 2nd Class Jalissa Thornton, a member of the Blue crew of the Ohio-class guided missile submarine Michigan, practiced loading and firing torpedos in the torpedo handling team trainer at Trident Training Facility Bangor in Washington last June. (Mass Communication Specialist 1st Class Amanda R. Gray/Navy)*

Although Navy recruiters already enlist women into the Navy as submariners in both nuclear and non-nuclear ratings, the initial conversion process outlined in Monday's message only involves

sailors with non-nuclear skills.

But Cole said enlisted submarine billets eventually will be filled the same way they are across the rest of the fleet.

“In general, our enlisted community managers look to fill rates with the most qualified sailors,” he said.

This means that a male enlisted submariner can replace a woman in a specific rating and crew — and the other way around — so long as the “overall male-to-female ratio of the specific submarine” is maintained, Cole said.

The [NavAdmin](#) specifies which ratings the Navy is trying to fill in the submarine community and gives guidance on which surface ratings have the best chance for conversion.

Women who apply to convert to submarine ratings can expect a response from Navy Personnel Command within two months, according to the NavAdmin message.

*[Mark D. Faram](#) is a senior writer and covers personnel, cultural and historical issues for Navy Times. Faram joined the Navy Times in 1992. From 1996-2000 he was a staff photographer for all the Military Times, before returning to writing in 2001. A nine-year active duty Navy veteran, Faram served from 1978 to 1987 as a Navy Diver and photographer.*

# Enlisted women now free to apply for submarine duty at any time

By Joshua Karsten

Stars and Stripes, July 16, 2019



*Sailors assigned to the guided missile submarine USS Florida conduct training in the Trident Training Facility at Naval Submarine Base Kings Bay, Ga. The Navy will now accept applications for enlisted women hoping to join the submarine ranks.*

*ASHLEY BERUMEN/U.S. NAVY*

Enlisted women hoping to join the ranks of Navy submariners will no longer have to wait for infrequent opportunities to apply.

The Navy will now accept applications continuously from female enlisted sailors to serve in non-nuclear rates, said an administrative message signed by Vice Adm. John Nowell Jr., chief of naval personnel.

Women will be considered to serve on previously integrated crews on four submarines or initial enlisted integration on other boats.

In the past, application windows were determined by the submarine community's needs and available billets for the integration of individual boats, the service said in a statement Monday.

"Applications will be processed as they are received, and there is no specified due date," according to the statement, which encouraged interested sailors to submit their applications "as soon as possible."



*USS Florida arrives in Souda Bay, Greece, for a scheduled port visit March 14, 2019. The Navy will now accept applications for enlisted women hoping to join the submarine ranks.*

*KELLY M. AGEE/U.S. NAVY*

Enlisted women first integrated into submarine crews in 2015, five years after the Navy first lifted the prohibition on women serving in the submarine force, when 38 sailors were selected for two crews of the USS Michigan. Female officers first filled the ranks in 2011.

Under the new process, sailors for all communities can apply to be converted into one of 10 open submarine ratings — only four of which are open for chief petty officers and senior chief petty officers.

Sailors of all ranks up to senior chief can apply to be a submarine yeoman, culinary specialist, logistics specialist or information systems technician.

The ratings of sonar technician, fire control technician, electronics technician navigation and electronics technician communications, as well as machinist's mate weapons and machinist's mate auxiliary are open to sailors up to petty officer first class.

"Personnel specialists and independent duty corpsmen will also be considered," the statement said.

The non-nuclear submarine enlisted community manager will best fit each sailor to a rating based on their application package and the needs for each rating.

Applications will be considered for four previously integrated submarines: the USS Ohio and USS Michigan, out of Bangor, Wash., and the USS Florida and USS Georgia, out of Kings Bay, Ga. The four

<https://www.stripes.com/news/enlisted-women-now-free-to-apply-for-submarine-duty-at-any-time-1.590520>

subs are the last of the Ohio-class guided missile submarines that were converted from ballistic missile submarines in the 2000s.

Applicants must meet specific requirements, including clean records, the required minimum scores on the Armed Services Vocational Aptitude Battery for their desired ratings and the ability to pass a medical screening. All must be U.S. citizens with security clearances or the ability to qualify for one.

A separate announcement is expected to outline the conversion process for women in nuclear ratings.

The Navy's administrative message with further details can be [viewed here](#).

[karsten.joshua@stripes.com](mailto:karsten.joshua@stripes.com)

Twitter: [@joshua karsten](#)

# **Human Relations**

# High-Risk ANG Wings Boosting Mental Health Support

By Jennifer-Leigh Oprihory

Air Force Magazine, July 15, 2019

The Air National Guard's Psychological Health Program is driving personnel changes aimed at helping 15 wings found to have the highest risk for suicides, family issues, and other harm, according to a July 11 briefing at JB Andrews, Md.

Nine new psychological health director positions were added in fiscal 2018 to better support airmen who serve in high-risk wings, and the ANG program plans on adding another six in fiscal 2021. Psychological health directors are stationed within all 90 ANG wings, and 90 of the 104 total positions are now filled, according to the presentation.

Stephanie Powell, an ANG psychological health branch principal, program advisor, and analyst, told Air Force Magazine the program could add more than six directors to serve Guard airmen in 2021, depending on whether demand for their services grows.

A wing is deemed "high-risk" based on its mission and pace of operations during deployments, its divorce and unemployment rates, illegal drug use, sexual assault claims, and more, the presentation explained. The designation also accounts for other statistics, such as the number of people a wing's psychological health director sees, the ratio of directors to servicemembers, and how far a treatment facility is from the wing.

The 15 wings seen as having the highest risk are:

- 159th Fighter Wing, NAS-JRB New Orleans, La.;
- 174th Attack Wing, Hancock Field ANGB, N.Y.;
- 172nd Airlift Wing, Thompson Field ANGB, Miss.;
- 153rd Airlift Wing, Cheyenne ANGB, Wyo.;
- 193rd Special Operations Wing, Harrisburg International Airport, Pa.;
- 136th Airlift Wing, NAS Fort Worth JRB, Texas;
- 145th Airlift Wing, Charlotte ANGB, N.C.;
- 124th Fighter Wing, Gowen Field ANGB, Idaho;
- 173rd Fighter Wing, Kingsley Field ANGB, Ore.
- 194th Wing, Camp Murray, Wash.;
- 171st Air Refueling Wing, Pittsburgh International Airport, Pa.;
- 127th Wing, Selfridge ANGB, Mich.;
- 101st Air Refueling Wing, Bangor ANGB, Maine;
- 121st Air Refueling Wing, Rickenbacker ANGB, Ohio; and
- 195th Wing, Beale AFB, Calif.

Two wings—Louisiana's 159th Fighter Wing and Washington's 194th Wing—now have dedicated behavioral health teams to assess, triage, and stabilize airmen dealing with combat-related or traumatic stress, the presentation said. These seven-person teams include a clinical psychologist, clinical social worker, and five enlisted mental health technicians.

Twenty behavioral health teams are deployed throughout the ANG as part of an initiative that promotes "full-spectrum medical readiness."

## Troops lend a hand at Okinawa school founded to combat cross-cultural bullying

By Carlos M. Vazquez II  
Stars and Stripes, July 17, 2019



*A Marine assigned to Combat Logistics Battalion 4 plays with a student at the AmerAsian School in Ginowan, Okinawa, Monday, July 15, 2019.*

CARLOS VAZQUEZ/STARS AND STRIPES

GINOWAN, Okinawa — Sailors, Marines and the students of AmerAsian School in Okinawa recently picked up brooms and paint brushes to tidy up the campus before the start of the next school term in the fall.

A group of 30 servicemembers volunteered their free time Monday to help clean hallways, classrooms and outdoor areas.

“The kids are excited to see them and have role models to look up to,” said principal Ayako Komine.

AmerAsian School in Okinawa is a nonprofit organization established in 1998 by mothers who needed a school for their mixed-race children, according to the school’s website.

“Five mothers of half-American and half-Japanese children began homeschooling their kids,” Komine said of the school’s origin. “Kids who were either facing some sort of discrimination or bullying in the Japanese public school system started contacting these mothers to see if they can join in the initiative.”



*Lance Cpl. Brandon Neth, of Combat Logistics Battalion 4, cleans the courtyard of the AmerAsian School in Ginowan, Okinawa, Monday, July 15, 2019.*

CARLOS VAZQUEZ/STARS AND STRIPES

Since 1985, Japan’s Ministry of Education, Culture, Sports, Science and Technology has kept a record of incidents of bullying, or ijime, and reported a record high number of 414,378 cases across Japan during the 2017 school year.

AmerAsian School has 67 students and 11 full-time teachers who instruct prekindergarten to ninth grade in English and Japanese. Each class has an average of five to six students.

Komine said most of the students come from retired military families or have a servicemember parent who left Japan.

To reach out to those children, servicemembers have visited the school three times in the past academic year to help arrange classrooms, paint outdoor picnic tables and build a miniature library in the hallway.

Lance Cpl. RyanDave Eban volunteered on all three occasions. He was inspired, he said, to join the Marines and to help out at the school based on the humanitarian assistance provided by U.S. servicemembers that he saw growing up in the Philippines.

“I feel proud and happy to give back,” Eban said, looking at the picnic table he painted during his previous visit to the school. “When you’re cleaning with them, that’s always a good part, because they look at you in awe and like a good example.”

<https://www.stripes.com/news/pacific/troops-lend-a-hand-at-okinawa-school-founded-to-combat-cross-cultural-bullying-1.590606>

He said he hopes his volunteering can inspire others, counter the negative image created by protests outside U.S. bases on the island and counter the bad behavior of some servicemembers.

Most U.S. troops are kindhearted, he said, and are willing to give back to the communities where they serve.

After cleaning the school, painting scuffed walls and organizing supplies, the servicemembers found time to play games with small groups of students around campus before leaving for the day.

“It’s great to have them around and we very much appreciate their help,” Komine said. “We’re really glad that this relationship has continued to develop.”

[vazquez.carlos@stripes.com](mailto:vazquez.carlos@stripes.com)

Twitter: [@StripesCarlos](https://twitter.com/StripesCarlos)



# Miscellaneous

# CBP denies Marine Corps veteran entry for citizenship interview

By Kate Morrissey

The San Diego Union-Tribune, July 15, 2019



*Roman Sabal, left, and his Attorney Victoria Starrett, walked back in to Mexico after being turned away from the border at the PedWest port of entry on July 15, 2019. Sabal was scheduled to have a citizenship interview but was denied entry to attend the proceeding. (John Gibbins / The San Diego Union-Tribune)*

Roman Sabal has been trying to become a U.S. citizen since 1995 after serving both in the Marines and the Army Reserves.

A deported [Marine Corps veteran](#) who has been unable to come back to the U.S. for more than a decade was denied entry to the country Monday morning when he asked to be let in for a scheduled citizenship interview.

Roman Sabal, 58, originally from Belize, came to the San Ysidro Port of Entry around 7:30 on Monday morning with an attorney to ask for “parole” to attend his naturalization interview scheduled for a little before noon in downtown San Diego. Border officials have the authority to temporarily allow people into the country on parole for “humanitarian or significant public benefit” reasons.

Sabal first applied to become a U.S. citizen in 1995 after serving for six years as a Marine and then several more years in the Army Reserves. Sabal has two U.S. citizen children with a U.S. citizen partner whom he hopes to one day marry.

Sabal initially came to the United States on a tourist visa and did not have permission to stay in the U.S. permanently. His goal when he came, after seeing Marines in action during his time in the Belizean military, was to enlist in the Marine Corps.

He managed to join with a fake identity document. He said he confessed during boot camp and was told, “Don’t worry about it. You’re a Marine now.”



*PHOTO COURTESY OF ROMAN SABAL*

Years after he was honorably discharged, he decided to go back to Belize because he’d developed diabetes, and his mother had offered to help him treat it with herbal remedies rather than pharmaceuticals. When he returned to the U.S., his entry triggered an immigration court case.

Sabal never found out about the hearing, and a judge ordered him deported in his absence. When he returned to Belize again in 2008 for more treatment, he found himself stuck outside the U.S.

Recently, a team of attorneys with Public Counsel, which has a program to help deported veterans, has worked to help him apply again for U.S. citizenship based on his military record.

There is not an official process in place for people in situations like that of Roman Sabal’s, according to his attorney Victoria Starrett. The lawyer has communicated with multiple federal agencies about requests for parole since each is sometimes responsible for granting that ability to enter the U.S. Starrett said that the legal team has not received a definitive answer about how to get Sabal to his citizenship interview.

Starrett sent requests that he be allowed into the country for his interview but did not receive decisions after months of waiting, the attorney said.

<https://www.sandiegouniontribune.com/news/immigration/story/2019-07-15/cbp-denies-marine-corps-veteran-entry-for-citizenship-interview>

With his interview date approaching, they decided to ask in person.

Sabal and his attorney crossed onto U.S. soil on Monday and gave Customs and Border Protection officials a thick stack of paperwork detailing his case and his request to enter the country to attend his interview.

Officers waved the pair to the side to wait.

Meanwhile, Hector Barajas, a former deported veteran who was able to become a U.S. citizen after jumping through his own set of hurdles, called congressional offices, including that of Rep. Juan Vargas, a Democrat whose district includes the California border, to ask for help.

Starrett said that CBP officials eventually said on Monday to go through Immigration and Customs Enforcement to request parole, and then those officials sent the attorney and Sabal back to Mexico. Some ICE officers work out of the port of entry, but it was not clear whether they were involved in what happened on Monday.

An agreement drawn up between federal agencies suggests that because he has a deportation order, Sabal's case for parole falls under ICE's jurisdiction. When asked about the case last week, ICE deferred to U.S. Citizenship and Immigration Services, the agency responsible for deciding whether to allow Sabal to become a U.S. citizen.

ICE did not immediately respond a request for additional comment on Monday.

When asked about Sabal's situation on Monday morning, a CBP spokeswoman said, "His attorney was notified that he should work with the Department of State to obtain the necessary documents for entry rather than seeking parole from CBP."

Starrett pointed out that Sabal already tried to get a visa through the Department of State to attend a naturalization interview in 2016, and that request was denied because of his deportation order.

"After refusing to allow Sgt. Sabal to enter the U.S. for his citizenship interview this morning, CBP now tries to pass the blame for its shameful treatment of a former U.S. Marine," Starrett said. "Earlier today, CBP told me that ICE — not the Department of State — was responsible. Now apparently they claim it is the Department of State."

Starrett called on officials to work together to schedule his naturalization interview at the port of entry itself as has happened in the past for other deported veterans.

"Veterans should not be forced to jump through futile hoops when all parties know they will be denied," Starrett said. "This charade should stop here."

For Sabal, the experience was disappointing, he said. He maintained the stoic control of emotions that might be expected of a Marine, his arms folded across his chest, as he described talking on the phone with his 13-year-old daughter the day before, the anticipation she felt with the hope of seeing him later this week and the frustration of that dream becoming a less and less likely possibility.

He plans to wait in Tijuana for a few days to see if the situation can be resolved quickly. Otherwise, he will have to travel back to Belize — a long and expensive trip — and try again at a later date.

Starrett said the legal team will likely have to file a lawsuit in federal court to get Sabal access to the citizenship process.

"It's such an injustice," Starrett said.

There are seven deported veterans with citizenship cases pending right now, Starrett said, and they may each have to navigate their own paths through the complex web of agencies and paperwork in order to have their chances at coming back.

*[Kate Morrissey email](#)*

# Fleet Finding New Sleep-Sensitive Watch Schedules Boosts Crew Performance, Efficiency

By Megan Eckstein

USNI News, July 15, 2019



*Boatswain's Mate Seaman Recruit Jose Rivera, a helmsman aboard the guided-missile destroyer USS Gravelly (DDG 107), maintains an ordered course through the North Sea on Jan. 9, 2019. US Navy photo.*

ABOARD USS GRAVELLY, IN THE BALTIC SEA – A year and a half after surface navy leadership demanded ships implement new work schedules to ensure sailors got enough sleep, officers aboard a destroyer say the new scheduling has made them more effective at sea and they're not looking back.

Among the findings in deep-dive looks at the surface navy following two fatal collisions in 2017 was the fact that many officers were standing watch during pivotal evolutions – refuelings at sea (RAS), strait transits, pulling into port – on little or no sleep. With the medical community firmly stating that [being sleep-deprived can impact alertness and performance](#) in ways similar to drinking alcohol, the Navy ordered in late 2017 that all surface ships create a watch standing schedule that allowed sailors to sleep at the same time every night with seven hours of uninterrupted sleep.

Lt. Josh Womack, the combat systems officer and the senior watch officer on guided-missile destroyer USS *Gravelly* (DDG-107), joined the ship's crew in October 2017, just before the switch to the [circadian rhythm](#) scheduling in January 2018.

“We would sound reveille at 5:30 in the morning, and every day that reveille would start with a song on the 1MC, so even if for whatever reason you could sleep in, everyone on the ship was awake after the song blared on the 1MC. First meeting of the day would start at 6:30, with the (executive officer) call for department heads, and then quarters at 0700,” he told USNI News while aboard the ship during the BALTOPS 2019 exercise last month.

“And then you'd work the full day, just like you normally would, and meetings would often go well into the night, sometimes 2000 or 2100. You would stand watch throughout that time; sometimes you would have a night watch, so you would work the full work day and then have watch from 2100 to midnight or midnight to 0300. So very very possible that you could have a full work day with two to three hours of sleep, and that was kind of accepted as the norm.”

Womack said it was hard to stay focused on so little sleep, but it was “almost a point of pride to be able to go two or three days straight with two hours of sleep.”

He said the transition was pretty smooth, with the Navy providing notional watch schedules based on the number of watches the ship had been using before. *Gravelly* had been working with four watch teams, who stood three-hour watches twice a day each.

Meal hours were shifted 30 minutes ahead or back to ensure that everyone could get a meal before or after their watch, which was a top priority, but the main concern was whether all the meetings could be crammed into the workday – which was much shorter under this new scheduling model.

Today, Womack said, “work day does not begin before 0900, and that includes passing word on the 1MC – so no reveille, no breakfast. We do pass some, but we try to minimize to just be critical announcements. ... Work day starts at 0900. For department heads, we'll have a meeting with XO at 8:30, a half hour prior, but

<https://news.usni.org/2019/07/15/fleet-finding-new-sleep-sensitive-watch-schedules-boosts-crew-performance-efficiency>

nothing else prior to that point. And then meetings will be during the work day, from 0900 to 1600. And then we have a final brief at the end of the day, 1600 to 1630, and then dinner. And from dinner until the next morning, 0900, we refer to it as protected sleep hours, protected hours, and we really do a pretty good job adhering to that. Occasionally the schedule will require us to have a couple meetings or boards after dinner, but it really is just occasional that it happens, and it's specific to leadership; we do a pretty good job of making sure that the junior sailors will always get time off."



*Command Master Chief Larae Baker speaks to Sailors during a performance record review on the mess decks aboard the guided-missile destroyer USS Gravely (DDG-107) on April 2, 2019. US Navy Photo*

For Executive Officer Cmdr. Corey Odom, who checked into the ship this spring, finding time for all the meetings was his main concern. Odom spent 10 years in the submarine community as an enlisted sailor, where he worked six hours on and 12 hours off.

After becoming a surface warfare officer, he served as weapons officer and later combat systems officer on destroyer USS *Oscar Austin* (DDG-79), where meeting after meeting after meeting drove the daily schedule.

"You have to plan better" with a shorter workday, Odom said.

"I don't think any of the meetings changed, but you have to be more efficient. ... You could have PB4T, which is Planning Board for Training – some ships could last an hour and a half, some ships an hour. But if it's effective and efficient, it's 30 minutes. You know that you have a finite amount of time to do briefs, so it has to be efficient. So it means a little bit more work prior to the meeting," he said, but with that efficiency "you gain back time in your day."

"At one point you thought you were trying to cram 12 hours of meetings into 13 hours of space," he said of his time on *Oscar Austin*. "But when you're efficient, you're really cramming six hours of meetings into 12 hours of space."

Odom said he learned during his XO training at the Naval War College in Rhode Island that the submarine community had also switched over, which surprised him after so many years of 18-hour days. But he said he's glad the Navy is embracing this, which allows people to sleep at the same time each night and to get enough sleep for their bodies and minds to function properly.

"At the time, as you live through it, I think it just seems normal. This is part of our culture, to do more with less, and including sleep. ... We were always safe, but, you know, when you looked at it, you thought, well maybe my thought process was a little slow on a couple things," he said.



*Sailors aboard the guided-missile destroyer USS Gravely (DDG 107) handle line during a replenishment-at-sea with the German navy replenishment tanker FGS Spessart (A 1442) on March 11, 2019. US Navy photo.*

Since joining the *Gravely* crew, though, "every decision we make now, how much rest does the crew have is something that's discussed. ... I can tell you, several briefs since I've been here, the captain has let it be known that, if you have a sailor that is on the morning RAS (tomorrow) and is on the watch tonight, you need to make plans to make sure that sailor gets the proper rest."

<https://news.usni.org/2019/07/15/fleet-finding-new-sleep-sensitive-watch-schedules-boosts-crew-performance-efficiency>

For Womack, who oversees the watch scheduling and ensuring that all watch standers are properly rested, he said there have been a few instances of having to find a replacement watch stander due to someone not having gotten enough sleep for whatever reason, but he said the ship has enough certified watch standers that that hasn't been a problem.

He said *Gravelly* has spent most of its time at sea since January 2018, participating in overseas exercises and helping other strike groups and amphibious ready groups train for their deployment, and now as the flagship of Standing NATO Maritime Group 1 in Europe. That time at sea has allowed the crew to really embrace the circadian rhythm scheduling, and with the ship coming back home soon, Womack said they're trying to figure out an in-port schedule that will make crew members equally happy.

"Being underway, in my opinion, is easier than being in port with the work hours," he said.

"Even standing six hours of watch a day, you feel more rested at sea than you do in port. And I think that's the general consensus across the board."

# New commandant considering 1 year leave of absence for moms and changes to evaluating and promoting Marines

By Shawn Snow

Marine Corps Times, July 17, 2019



*Marines participate in a 10 km hike on Camp Hansen, Okinawa, Japan, July 12. (Lance Cpl. D'Angelo Yanez/Marine Corps)*

The top Marine is on the hunt to keep and retain the best talent the Corps has, and is considering a slew of changes from a new maternity leave policy to changing how Marines are evaluated and promoted.

Commandant [Gen. David Berger](#) laid out [guidance](#) for reshaping the Marine Corps in a planning document posted late Tuesday evening.

Among consideration is a new policy that would afford moms up to a year leave of absence to stay with their kids before they return back to duty and complete their service obligation.

Berger described the current parental and maternal leave policy as “inadequate” and noted that the policy has “failed to keep pace with societal norms.”

“We should never ask our Marines to choose between being the best parent possible and the best Marine possible,” Berger wrote in his guidance message. “These outcomes should never be in competition to the extent that success with one will come at the expense of the other.”

The Corps recently updated its parental and maternal leave policy in 2018. Currently moms can take primary caregiver leave in conjunction with maternity convalescent leave for a total of 12 weeks — which matches the current Defense Department policy.

However, the Corps does afford some flexibility that allows mothers to take the first six weeks of maternity convalescent leave and delay the rest for up to a year or transfer the other six weeks to a spouse if they are a dual military household.

The DoD previously had an 18-week parental leave policy.

The top Marine is also interested in overhauling the work evaluation process known as the fitness report, which looks at the performance of sergeants through the officer ranks.

Berger said in his guidance that “there is a growing lack of faith within our ranks in the system’s ability to accurately identify their skills, performance, and future potential.”

Here how Berger wants to re-evaluate the fitness report:

- Give Marines an opportunity to assess themselves.
- Allow for supervisors writing the report to identify future areas of potential.
- Weight reports based on time, command or noncommand reports, and combat or non-combat reports.
- Academic fitness reports should no longer be unobserved.
- Weight academic reports that reward Marines for resident professional military education.
- Look at the performance of supervisors who are evaluating and writing reports on Marines to ensure they are not hurting the careers of other talented Marines.

<https://www.marinecorpstimes.com/news/your-marine-corps/2019/07/17/new-commandant-considering-1-year-leave-of-absence-for-moms-and-changes-to-evaluating-and-promoting-marines/>

“Upward growth and mobility must favor the most talented within our ranks while facilitating the identification of those with a special aptitude as instructors, educators, commanders, staff officers, mentors, or with special technical skills,” Berger’s guidance reads.

These issues among a host of others are under consideration by the new top Marine as he seeks to build and retain a more talented and skilled Marine Corps that can compete in an age returned to a great power competition.

Berger called out current Marine manpower tools and models as being antiquated and “based primarily on time and experience, not talent or performance or potential future performance,”

That’s a common complaint echoed by Marines for generations that too many senior officials across the military are [promoted](#) and retained based on time and rank alone.

It’s a model many Marines have argued favors and retains bad leaders.

“As the complexity of the world has increased, the spread between physical jobs and thinking jobs has increased dramatically,” Berger wrote.

“The only way to attract and retain Marines capable of winning on the new battlefield is to compete with the tools and incentives available to them in the marketplace,” Berger said in his guidance message.

---

**SEE ALSO:**

[Marines' New Top Officer Wants to Give New Moms a Full Year Off](#) [*Military.com*, 2019-07-17]



# Misconduct

## Chief loses anchors for lies about a petty officer's wife

By Geoff Ziezulewicz

Navy Times, July 15, 2019



*Ex-Chief Boatswain's Mate John M. Armstrong pleaded guilty at court-martial on July 2 to making false statements to investigators in November. (AVNphotolab)*

A chief was busted down to petty officer first class earlier this month in connection to texts and “inappropriate communications” with another sailor’s wife, according to charge sheets and Navy officials.

Then-Chief Boatswain’s Mate John M. Armstrong pleaded guilty at court-martial on July 2 to making false statements to investigators in November.

Armstrong lied when he told them that a first class petty officer “never invited him to have a sexual relationship” with the more junior sailor’s wife, according to charge sheets.

Armstrong also made false statements about both “inappropriate communications” with the wife and texts he sent her last year, military prosecutors wrote.

Prosecutors cloaked the petty officer as Aviation Boatswain’s Mate Aircraft, Handling, “J.V.” and the wife as “A.V.” in the records.

Armstrong also pleaded guilty to lying to investigators about sending a [Snapchat](#), although details about the communication are not spelled out in the charge sheets.

Authorities initially charged the ex-chief with “engaging in unduly familiar communications” with the first class “regarding a potential extra-marital sexual relationship” with the petty officer’s wife in July 2018, according to the charge sheets.

Armstrong also faced a separate charge for an October 2018 incident in which he allegedly sexually harassed a subordinate gunner’s mate second class sailor by “making unwelcome advances and comments of a sexual nature via Snapchat,” according to charge sheets.

Officials dismissed both of those charges as part of the plea agreement, according to Navy spokesman Joseph Kubistek.

Kubistek said that Armstrong was sentenced to confinement for 30 days and reduction to petty officer first class but declined other details about the case, indicating only that “it is an administrative matter.”

Armstrong also declined comment through his Navy defense attorney, Lt. Ryan Feingold.

Armstrong has been assigned to [Naval Station Everett](#), Washington, since early 2018, according to his service record.

Before that, he served on board the littoral combat ship [Independence](#), the guided-missile cruiser Bunker Hill and the aircraft carrier [Abraham Lincoln](#).

Armstrong enlisted in 2004 and pinned on chief a decade later.

*[Geoff Ziezulewicz](#) is a senior staff reporter for Military Times, focusing on the Navy. He covered Iraq and Afghanistan extensively and was most recently a reporter at the Chicago Tribune. He welcomes any and all kinds of tips at [geoffz@militarytimes.com](mailto:geoffz@militarytimes.com).*

# The Corps has lost more than 25,000 Marines to misconduct over the past decade

By Paul Szoldra

Task & Purpose, July 17, 2019

The Marine Corps has lost more than 25,000 Marines to misconduct over the past decade, according to Commandant Gen. David Berger.

In [his 2019 Commandant's Planning Guidance](#), Berger said that the Corps "continued loss of 8,000 Marines per year to non-EAS attrition is unacceptable," using an acronym to describe the end of active service in an enlistment.

A total of 25,336 Marines were booted from the Corps between 2009 and 2019; 11,765 were for drug and alcohol offenses, while 13,571 were over unspecified misconduct.

"This must change," Berger wrote, noting that the cost to replace that many Marines was in excess of \$1 billion.

Interestingly, that number should be even higher, as its section on drug use reveals. Since Oct. 2017, 2,410 Marines tested positive for illegal drug use, but only 1,175, or 48.8%, had been separated. "I am deeply troubled by the continued retention of Marines failing to adhere to our standards related to drug use."

"We are an elite institution of warriors, and will remain so on my watch," Berger wrote. "It is our shared responsibility to ensure the continued health of our collective soul and identity."

Toward the end of the 26-page document, which largely focused on changes Berger intended to implement as the top Marine officer, the new commandant talked about misconduct in the force and what he called "destructive" behavior.

Of sexual assault, for example, Berger said that despite the Corps' efforts, "the continued rise in reporting leads me to conclude that we still do not fully understand the scope and scale of this issue, or that we can say with any confidence that the measures we have taken to date are preventing sexual assaults."

The number of reported sexual assaults in the Marine Corps rose by 20% in fiscal year 2018, [according](#) to the most recent DoD statistics. Meanwhile, Berger said that he believes hazing is "likely underreported," and the Corps had likewise seen an increase in reports of hazing over the past four years.

"Hazing is both a crime and evidence of poor leadership by our [staff non-commissioned officers] and officers," Berger wrote.

The Corps has had a number of high-profile incidents of misconduct this year, with six commanding officers [being relieved](#) of command in just the past two months alone. Berger, for his part, said that commanders should be held accountable whenever they fail to measure up to the service's standards.

"When we fail to hold the standard, we establish new lower standards. Elite organizations do not accept mediocrity and they do not look the other way when teammates come up short of expectations. We must hold each other accountable," Berger wrote.

"There is no place in our Marine Corps for those who deliberately misuse their authority to physically or sexually assault another; no place for those who risk the lives of those they seek to serve by operating a motor vehicle while impaired; no place for those who are intolerant of their fellow Marines' gender or sexual orientation; no place for those who engage in domestic violence; and no place for racists – whether their intolerance and prejudice be direct or indirect, intentional or unintentional."

# IG Rebukes Former Pentagon Spokeswoman for Making Staff Run Her Errands

By Oriana Pawlyk

Military.com, July 18, 2019



*Dana White, the Assistant to the Secretary of Defense for Public Affairs, briefs reporters at the Pentagon in Washington, D.C., May 3, 2018. (DoD/U.S. Army Sgt. Amber I. Smith)*

Dana White, the former Pentagon spokesman under Defense Secretary Jim Mattis, misused her subordinates' time to run errands for her during and after work hours, according to a new investigation [report](#).

The Defense Department Inspector General's office on Thursday substantiated various allegations, brought to the office last year, that White squandered her staff's time to conduct services such as booking her "personal travel, obtaining lunch and snacks for her, scheduling makeup appointments at her residence, making an ATM cash withdrawal on her behalf, ordering personal stationery for her, driving her to and from work on a snow day, and dropping off and picking up her dry cleaning."

"We substantiated the allegation that Ms. White misused subordinates' time to conduct personal services for her and that, in doing so, she accepted gifts from her subordinates," the report states.

In a statement sent to reporters late Thursday afternoon, White pushed back strongly on the IG's findings, saying she was "disappointed" the watchdog had substantiated "allegations raised by two disgruntled civil servants."

"Every decision I made was to advance our mission and maximize our impact," she said in the statement. "I relied and acted on the advice of the DOD Office of General Counsel to make all of these decisions. The [IG], however, chose to ignore this fact."

The IG listed other improper errands performed by staff for White, including making personal medical appointments; obtaining financial disclosure paperwork; printing W-2 tax forms; assisting with White's mortgage paperwork; researching personal exercise equipment; buying pantyhose; and ordering office flowers, as well as ordering personal flowers for a funeral.

## Related content:

- [Dana White Out as Pentagon's Chief Spokeswoman](#)
- [Top Mattis Aide Under Scrutiny for Allegedly Misusing Subordinates: Report](#)
- [Pentagon In Its Longest-Ever Stretch of Leadership Limbo](#)

White testified that she reimbursed her employees on several occasions, such as the pantyhose incident, but the IG determined the initial actions constituted accepting gifts, which violates Joint Ethics Regulation (JER), Section 2635.705b. The rule stipulates an employee cannot "encourage, direct, coerce, or request a subordinate to use official time to perform activities" other than his or her official duties.

In her statement, she said the IG had "unfairly maligned acts of kindness done in every office in the Pentagon."

Some of the IG's findings, she said, referred to flowers she had purchased with her own money to brighten her office and a make-up artist she had personally paid for.

<https://www.military.com/daily-news/2019/07/18/ig-rebukes-former-pentagon-spokeswoman-making-staff-run-her-errands.html>

"Such investigations and conclusions will deter political appointees from reforming a bureaucracy that is ineffective, antiquated and fiercely protected by too many civil servants wedded to the status quo and under serving the American taxpayer," she said. "[IG's] propensity to validate such petty accusations effectively protects mediocrity, undermines performance and thwarts change."

The events occurred between January and mid-May 2018, according to the report. White joined the Pentagon public affairs team in April 2017.

The IG said it did not substantiate allegations that White "failed to treat subordinates with respect," though there were complaints regarding White's behavior.

The complaints alleged White "verbally yelled at or 'dressed down' two of her subordinates when they did not schedule a makeup artist's visit, when flowers were not delivered on time for a funeral, and when a subordinate left office telephones unattended while handling Ms. White's dry cleaning."

After speaking with witnesses and the complainants themselves, it was determined White may not have yelled, just given stern objection on at least one occasion.

"Ms. White's voice while 'yelling' was about a 5 or 6 on a scale of 1 to 10, and ... her normal voice was about a 3 on the same scale," the IG quoted a witness's description.

"We did not substantiate the allegation that Ms. White failed to treat subordinates with respect," the IG said.

The office also did not substantiate an allegation that Charlie Summers, then the principal deputy assistant to the secretary of defense for public affairs, failed to take appropriate action to stop White from misusing her staff's time.

It was reported that Summers knew of White's behavior but failed to intervene. The IG determined that Summers talked to White about her improper behavior after two DoD public affairs officers approached him about the issue.

"We concluded that Mr. Summers' course of action in talking directly with Ms. White about misusing her subordinate's time to perform personal services for her was reasonable," the report states.

Summers became the acting assistant to the secretary of defense for public affairs following White's resignation on Dec. 31, 2018. Jonathan Hoffman, previously the assistant secretary of homeland security for public affairs, has since taken over in that role, with Summers back in the deputy position.

White formerly was a policy aide to the late Sen. John McCain, R-Arizona; she also previously worked as director of communications for the Renault-Nissan Alliance in France.

-- Oriana Pawlyk can be reached at [oriana.pawlyk@military.com](mailto:oriana.pawlyk@military.com). Follow her on Twitter at [@Oriana0214](https://twitter.com/Oriana0214).

© Copyright 2019 Military.com. All rights reserved. This material may not be published, broadcast, rewritten or redistributed.

# New Data Finds Child Abuse, Neglect Still Underreported in the Army

By Patricia Kime

Military.com, July 15, 2019



(Getty/Images/Annie Otzen)

Child abuse and neglect within U.S. [Army](#) families continue to be significantly underreported, according to researchers at the Children's Hospital of Philadelphia.

New data confirms [a previously published study](#) that found only a fifth of diagnosed child maltreatment cases in active-duty Army families resulted in a substantiated report to the service's Family Advocacy Program, or FAP.

The civilian rate is 44 percent for cases of child abuse or neglect cases substantiated by local Child Protective Services departments.

Doug Strane, a research project manager at PolicyLab at Children's Hospital of Philadelphia, told the Defense Health Board on July 11 that his team confirmed the findings of the original report, which studied medically diagnosed cases of maltreatment among active-duty soldiers' dependent children and substantiated Family Advocacy Program reports.

That research, based on data from 2004 to 2007, was published in December 2016 in the journal *Child Abuse & Neglect*.

A new comparison, using data from 2015 to 2016, "has confirmed these findings," linking just 20% of maltreatment diagnoses to a substantiated report to the FAP, although Strane did not release the exact statistics.

"These findings raise serious concerns for underreporting of child maltreatment to the Army Family Advocacy Program," he said, adding that underreporting puts children at risk and can "falsely reassure military leadership of maltreatment risk among Army service members' families."

The Defense Health Board is reviewing the Defense Department and military services' policies and practices on preventing, detecting and addressing maltreatment of military dependents.

The board is examining existing support and reporting programs and policies; methods for tracking children at risk; best practices for screening, diagnosis and treatment of children; and training for Defense Health System personnel to provide care and services.

"In light of recent research and given the increased incidence of child maltreatment within the military, there may be opportunities to improve the policies and practices currently in place for health providers caring for military personnel and their families," Defense Health Board officials noted in their issue statement.

According to the DoD, there were 12,849 reports of suspected child abuse and neglect sent to FAP in fiscal 2017 and 6,450 confirmed incidents of child abuse and neglect across the armed services that year.

The DoD rates for child abuse and neglect in fiscal 2017 were "much lower than their counterpart rates in the U.S. civilian population as compiled by the U.S. Department of Health and Human Services," a child victim rate for of 5 per 1,000 military children compared with a fiscal 2016 rate of 9.1 per 1,000 children, according to the Report on Child Abuse and Neglect and Domestic Abuse for Fiscal Year 2017.

<https://www.military.com/daily-news/2019/07/15/new-data-finds-child-abuse-neglect-still-underreported-army.html>

The DoD determined that there has not been any statistically significant increases in child abuse or neglect across the services compared with prior years.

But in its mission statement, the Defense Health Board noted that, from fiscal 2009 to fiscal 2014, there has been a slight upward trend in the rates of child abuse and neglect.

Nearly 60 percent of the reported incidents are related to child neglect, not abuse, board members added.

The PolicyLab study and recent data raise questions over the DoD's claims. Noting that the researchers studied only data for the active-duty Army, Strane said the research shows more must be done to teach civilian medical providers about the FAP and its role in tracking and supporting families and children who are victims of maltreatment.

According to the study, the number of diagnosed abuse cases with a substantiated FAP report was lowest among those children treated by civilian health providers, at 9 percent. It was 24 percent for children who get medical treatment at a military treatment facility.

"The Family Advocacy Program is a critical service that provides continuity of services to families but can only do so when they have knowledge of instances of maltreatment," Strane said.

Some of the recommendations suggested by children's advocates who attended the Defense Health Board meeting in Falls Church, Virginia, included signed agreements to report between children's advocacy centers, law enforcement and military bases and mandatory reporting by civilians to their local FAP.

The DoD also is crafting a new instruction for military health providers to report suspected cases.

The Defense Health Board hopes to produce a preliminary report on its findings by August.

-- *Patricia Kime can be reached at [Patricia.Kime@Military.com](mailto:Patricia.Kime@Military.com). Follow her on Twitter at [@patriciakime](https://twitter.com/patriciakime).*

## Police, Army investigate soldier shown in video twisting woman's arm, yelling expletives in anti-America rant

By Kyle Rempfer

Army Times, July 17, 2019



A Fort Stewart soldier is under investigation by police after videos showed an explosive outburst in which he used profanity and twisted the arm of the woman he was with while wearing his Army combat uniform in a mall parking lot in Savannah, Georgia.

“Our family violence unit is aware of the incident and conducting an investigation,” Bianca Johnson, a Savannah Police Department public information officer, told Army Times, adding that the woman whose arm was twisted is the soldier’s significant other.

The soldier is also being investigated by base officials, who confirmed he is a member of the 3rd Infantry Division.

“The soldier is under investigation and that behavior is not condoned by division leadership,” said Christopher Fletcher, Fort Stewart-Hunter Army Airfield spokesman. “We are working with civilian and military authorities to address this situation.”

Fletcher could not release the unit or identity of the soldier in the video. Authorities have not said whether he is facing any charges or what actions if any may be taken involving the soldier.

The video shown here contains profanity.

[pic.twitter.com/gS2r2E7jNC](https://pic.twitter.com/gS2r2E7jNC)

— Not An Attorney (@M4dAsAHatter) [July 16, 2019](#)

The soldier is not currently detained by city police, Johnson said, however local media reported that he had been detained by military police. Fletcher could not confirm that’s the case.

It is unclear from the videos how the incident started.

They appear to show the soldier and his partner putting a stroller into their car as the soldier has a verbal altercation with people in the parking lot.

At one point, the soldier yells at the group to “shut the f--- up,” and begins stripping his fatigue jacket off. The woman he is with attempts to tell him to “stop,” and hold him back from escalating the situation further, when he grabs her arm and twists it.

“And he has the nerve to serve our country,” one woman in the parking lot said after the soldier twisted his partner’s arm.

The soldier replied with “f--- your country; f--- America.”

The incident took place at Oglethorpe Mall, roughly a mile from Hunter Army Airfield.

De’Minka Spaulding was one of the women who witnessed the incident, and she was interviewed by a [local NBC affiliate](#).

Spaulding said the altercation began because she and her friend were waiting for a parking spot and the soldier then accused them of blocking his car in.



<https://www.armytimes.com/news/your-army/2019/07/17/police-army-investigate-soldier-shown-in-video-twisting-womans-arm-yelling-expletives-in-anti-america-rant/>

“He kept throwing up the race card and being disrespectful and ‘b---- that and b---- this,” she told the media outlet. “So, we start arguing back and forth, I didn’t know what else to do because he started taking his anger out on his wife.”

“He was like, you know ‘f— this uniform, f— this country’ and I am just like, I can’t believe he said that,” Spaulding said. “This is the person that is supposed to representing this country, who is supposed to protect me.”

*[Kyle Rempfer](#) is a senior reporter for Military Times. He previously served as an Air Force combat controller. Kyle's reporting focuses on U.S. Army leadership, recruiting, operations, training, personnel and funding.*

---

**SEE ALSO:**

[A soldier was filmed cursing America and twisting a woman’s arm. He’s been detained, the Army says.](#)

[*The Washington Post*, 2019-07-16]

# Top Marine says most Marine recruits require a drug waiver. But does the Marine Corps have a drug problem?

By Shawn Snow

Marine Corps Times, July 18, 2019



*Commandant of the Marine Corps Gen. David Berger said "the vast majority of recruits require drug waivers for enlistment." (Cpl. Daniel A. Wulz/Marine Corps)*

Commandant of the Marine Corps Gen. David Berger said that “the vast majority of recruits require drug waivers for enlistment” in his [planning guidance](#), which was posted late Tuesday.

The top Marine also said he was “deeply troubled” by the number of Marines who have not been booted from the Corps despite failing a drug test. Berger noted that out of the 2,410 Marines since fiscal year 2018 that have failed a drug test only 1,175 have been separated.

So is the Corps facing a major drug crisis? The data says the issue is a little more convoluted.

The number of positive [drug tests](#) among Marines has dropped from 4,776 in fiscal year 2009 to just 1,216 in fiscal 2019. The drug test figures — obtained by Marine Corps Times on July 15 through a government records request — show a general downward trend in positive drug tests over the past decade. The reason for the drop is unknown.

- [The Corps is finding new Marines despite recruiting challenges \[2018-11-02\]](#)

The data represents positive test results, which may mean a single individual could have tested positive multiple times.

And for the drug waivers, the Corps has often [touted the waivers](#) it has dished out based on Defense Department criteria — which is someone who popped on a drug test at a military entrance processing station. That figure has been zero since 2010, according to Capt. Karoline Foote, a Marine spokeswoman.

But that “zero” is not an entirely accurate picture of the Corps’ recruit drug problem. The Corps has a stricter drug use policy for potential recruits than the DoD, and has been issuing its own waivers. Foote explained that the waivers mentioned in Berger’s planning guidance “are internal controls meant to maintain the high quality America expects of its Marines.”

The Marine Corps did not provide the number of waivers issued to potential recruits entering the Corps. The drug waiver standards across the services complicates efforts to gauge the overall picture of recruits entering the service who have used or abused drugs.

“The only way to compare waivers from one service to the next is to compare those waivers actually defined by DoD as legitimate waivers, since the services have their own unique qualifiers,” Foote said.

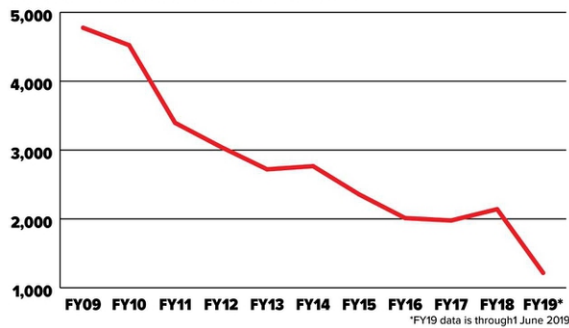
From fiscal year 2009 to fiscal year 2019, Berger said that the Corps lost 11,765 Marines for drug and alcohol offenses — another 13,571 were booted for other misconduct.

“I am equally troubled by the fact that we do not specifically monitor personnel for continued substance abuse while in-service,” Berger wrote in his planning guidance.

Overall, data across the Corps does not appear to show a drug crisis. It is unknown why positive drug test results appear to be declining. All Marines are supposed to undergo drug testing every year, and the Corps also conducts random drug screenings.

<https://www.marinecorpstimes.com/news/your-marine-corps/2019/07/18/top-marine-says-most-marine-recruits-require-a-drug-waiver-but-does-the-marine-corps-have-a-drug-problem/>

Positive drug test results across the Marine Corps show a downward trend over the last decade.



“Marine Corps leaders are concerned not only with illicit drug abuse, but any substance abuse,” Foote said. “We are keenly focused on dramatically reducing any destructive behavior that negatively impacts the readiness of our force.”

In the fall of 2018, figures provided to Marine Corps Times from Marine Corps Recruiting Command did show an increase in the number of waivers granted to recruits between fiscal years 2015 and 2017.

But according to Gunnery Sgt. Justin Kronenberg, a Marine spokesman, the majority of waivers given to recruits were for medical reasons and not drug or misconduct related. But the drug waivers figures cited by Kronenberg were based on DoD criteria.

“Recently some improvements were made to the medical screening process that made it more efficient and allowed more applicants’ medical history to be individually considered by the Naval Bureau of Medicine and Surgery,” Kronenberg told Marine Corps Times.

Out of a total of 13,640 waivers granted between fiscal years 2015 and 2017, 12,434 were granted for medical reasons, according to Marine Corps Recruiting Command.

Marine Corps Times does not have the waiver data for 2018 or 2019.

“Increasing the readiness of our Marines requires purposeful reflection on how we live up to our core values; it is vital we actively cultivate our Marines into resilient leaders who are mentally, morally, and physically fit,” Foote said.

*[Shawn Snow](#) is the senior reporter for Marine Corps Times and a Marine Corps veteran.*

# **Racism**

# Air Force NCO behind racist online video separated from service

By Rose L. Thayer

Stars and Stripes, July 16, 2019



*Tech. Sgt. Geraldine Lovely*

*SCREENGAB FROM FACEBOOK VIDEO*

AUSTIN, Texas — An Air Force noncommissioned officer who made headlines last year for a racist rant that she posted to social media is no longer in the service, personnel officials confirmed.

Geraldine Lovely, who last served as a staff sergeant at Nellis Air Force Base in Nevada, was separated from the Air Force on April 5, according to information provided by the Air Force Personnel Center. The reason for her separation and the nature of her discharge were not provided due to privacy restrictions, the Air Force said.

In January 2018, Lovely posted a video of herself in a private Facebook forum that was shared publicly and went viral. The video featured a profanity-laced rant about black female subordinates. At the time the video was posted, Lovely was a technical sergeant with the 99th Force Support Squadron. She was demoted Feb. 13, just weeks after posting the video.

She entered the Air Force in November 2008 and last worked as a dining facility manager. Her military service ribbons indicate that she deployed overseas during her career.

[thayer.rose@stripes.com](mailto:thayer.rose@stripes.com)

Twitter: [@Rose\\_Lori](https://twitter.com/Rose_Lori)

---

## Previous Coverage:

[Air Force technical sergeant loses rank over racially charged video \[2018-04-11\]](#)

[Air Force punishes Nellis AFB airman for racially charged online rant \[2018-03-01\]](#)

[Air Force technical sergeant removed for racially charged video rant \[2018-01-30\]](#)

## SEE ALSO:

[Air Force NCO behind viral racist Facebook rant booted over 'multitude of misconduct' \[Task & Purpose, 2019-07-15\]](#)

# Religion

# Meet the first Norse Heathen airman to grow a beard in the Air Force

By Stephen Losey

Air Force Times, July 18, 2019



*Staff Sgt. Garrett Sopchak, an airman at Hill Air Force Base in Utah, follows the Heathen religion based on old Norse gods such as Odin and Thor. This month, he became the first Heathen airman to receive permission to grow a beard in accordance with his religion. He is shown wearing a pendant of Mjöltnir, the hammer of Thor. (Courtesy of SSgt Garrett Sopchak)*

For a long time, the old Norse mythology of [Odin, Thor and Ragnarök](#) was just that for Staff Sgt. Garrett Sopchak — mythology, a collection of interesting stories but little more.

But a little more than two years ago, Sopchak was seized by an overwhelming feeling that he needed to look further into these legends and the religion surrounding them. Something about what he found resonated, and Sopchak [became a Norse Heathen](#).

Sopchak, a 28-year-old aerospace ground equipment craftsman at Hill Air Force Base in Utah, on July 8 become the first airman to get [approval to wear a beard](#) in accordance with his Heathen faith.

Sopchak said in a Tuesday interview that in the old sagas, a beard was a sign someone was a respected member of the community who could be trusted to help others. Central figures in Norse mythology such as Odin and Thor are commonly depicted as wearing beards.

“If you saw a man that had a beard, you could almost guarantee that they were a good person, that you could go to them for help,” Sopchak said. “They were well-respected. If they didn’t have one, in some of the stories, they were actually ridiculed. It’s kind of a big thing, culturally.”

- [Heathens hold religious services rooted in Norse paganism aboard aircraft carrier \[2019-01-07\]](#)

According to the memo, which was first posted on the unofficial Facebook page [Air Force amn/nco/snco](#) July 12, Sopchak can wear a “neat, conservative beard that presents a professional, well-groomed military appearance” and stays no more than two inches from the bottom of his chin. The memo said he can grow a longer beard if he rolls or ties it, but Sopchak said he’ll likely keep it within two inches to stay safe on the job and keep it simple.

He is now about two weeks into growing his beard, and is waiting for it to come in a little more before he can start shaping it.

“It’s a little scraggly right now,” Sopchak said.

It took Sopchak about 11 months to get his beard approved. Last August, he went to his unit’s chaplain — an evangelical Christian who Sopchak said was very supportive and curious about his Heathen religion — who helped him put together the paperwork for his religious accommodation request. It gradually worked its way up through the bureaucracy before ultimately being approved July 8 by Air Force personnel chief Lt. Gen. Brian Kelly.

He also consulted with The Asatru Community, a nonprofit group that advocates for followers of Norse pagan religions.

Sopchak said that something about the Heathen religion felt more “real” to him.

<https://www.airforcetimes.com/news/your-air-force/2019/07/18/meet-the-first-norse-heathen-airman-to-grow-a-beard-in-the-air-force/>

“In the stories, you could see even the gods themselves have flaws,” Sopchak said. “It was more relatable.”

In addition to believing in the old Norse gods, he said, Heathens believe that they are descended from them.

“They’re more like family members than they are divine beings,” Sopchak said. “There’s a lot of things that we learn from the past and our ancestry, and it’s just carrying on the line, really.”

Sopchak said he was originally raised Baptist, but has not been a Christian for a long time.



*The Hammer of Thor is available to be placed on government headstones and markers in the United States.*

Sopchak said he’s recently had some airmen, who were interested in exploring his religion, email him with questions, and he’s helping other Air Force Heathens get their beards approved.

He hopes to become a Gothi — essentially an ordained priest — and perhaps become an official Air Force chaplain. He also hopes to grow the Heathen community in the area around Hill. Because it’s a faith that hasn’t been practiced in about 1,000 years, he said, there’s no set way to practice it. But his community now meets in parks or homes to commemorate holidays such as Yule and the solstices.

They also make offerings — anything from food to drinks to physical objects — to their gods during a ceremony called a “blot,” he said.

It is unclear how many Norse pagans, Heathen, or Asatru followers are in the military, but they have become increasingly visible in recent years.

The hammer of Thor, also known as Mjölhnir, in 2013 was added to the list of religious symbols authorized to be engraved on gravestones at military cemeteries such as Arlington National Cemetery.

The Army last year granted its first beard authorization to a Norse pagan soldier. And last December, a group of sailors on the aircraft carrier John C. Stennis held the Navy’s first Heathen lay service.

The Air Force also granted its first religious accommodation beard waiver, [to a Muslim airman, in 2018](#). And in June, a Sikh airman received approval to wear a beard and turban.

Though some white supremacist groups in recent years have co-opted Norse symbols such as runes, Sopchak rejected that and said his faith is not racist in any way.

“We don’t believe that there’s a superior race,” Sopchak said. “All are welcome. If you’re willing to learn, we are willing to teach.”

*[Stephen Losey](#) covers leadership and personnel issues as the senior reporter for Air Force Times. He comes from an Air Force family, and his investigative reports have won awards from the Society of Professional Journalists. He has traveled to the Middle East to cover Air Force operations against the Islamic State.*



# Sexism

# Lawmaker Orders Investigation into 'Pink Tax' on Women's Military Uniforms

By Richard Sisk

Military.com, July 17, 2019



*Midshipman from the class of 2012 take the oath of office administered by Chief of Naval Operations Adm. Jonathan Greenert during the 2012 U.S. Naval Academy graduation and commissioning ceremony at the U.S. Naval Academy. (U.S. Navy/Mass Communication Specialist 1st Class Peter D. Lawlor)*

In the ranks, it's sometimes called the "pink tax," a slang reference to the long-standing complaints of military women that they're paying more for various uniform items than their male counterparts are.

Now, there's a bill in Congress that would order a Government Accountability Office (GAO) report on whether there really are gender disparities in uniform prices, including recommendations on what to do about it.

Last week, Rep. Julia Brownley, D-California, a member of the House Veterans Affairs Committee, attached an amendment to the [\\$733 billion proposed National Defense Authorization Act \(NDAA\)](#) legislation that passed in the House directing the GAO to report on alleged "gender disparities in out-of-pocket uniform costs for men and women service members."

Brownley, who also heads the Women Veterans Task Force on the committee, said in a news release that she has heard "directly from female service members and veterans about the high cost of women's uniforms and the disparities in out-of-pocket costs for female service members."

Her amendment, if it survives what promises to be a contentious House-Senate conference committee on the overall NDAA, would require the GAO to compare out-of-pocket uniform costs for men and women, and also to look into past uniform changes that "have affected one gender more than the other."

On background, a House aide could not immediately provide any examples of price disparities, but said that Brownley has heard anecdotally from service members and veterans that women's uniforms often cost more.

"In researching the issue, we faced difficulty in getting exact pricing information for specific clothing items, which made comparing uniform costs difficult," the aide said.

As a result, Brownley asked for the GAO study "so that we can identify any disparities in uniform costs," according to the aide. "The GAO analysis will help to inform future policymaking in this area."

Brownley's effort drew support from the Service Women's Action Network (SWAN) advocacy group. "Historically, women's uniforms have been more expensive," said retired [Navy](#) Capt. Lory Manning, director of government relations for SWAN. "The complaints have been around for years."

"It's been a long-term complaint of enlisted women and women officers," Manning added, but "we need to get the actual data and current prices," which could come from the GAO study.

As an example, Manning, a 25-year veteran, cited her own experience with the "scrambled eggs" dress cover she wore as a captain.

The hat blew off her head one day and got run over in the rain while she was serving in Panama, she said. It still bothers her that she had to pay \$200 for a replacement, and she suspects that a male counterpart would have paid a lot less.

-- Richard Sisk can be reached at [Richard.Sisk@Military.com](mailto:Richard.Sisk@Military.com).

© Copyright 2019 Military.com. All rights reserved. This material may not be published, broadcast, rewritten or redistributed.

# Sexual harassment at work is finally on the decline — now for the bad news

By James Wellemeyer

MarketWatch.com, July 19, 2019



Getty Images

***‘There’s this myth that women falsely accuse men of harassment’***

Women report a significant drop in unwanted sexual attention at work since the #MeToo movement.

Sexual harassment at work is on the decline, but sexism is rising.

That’s [according to a new study](#) from the University of Colorado’s Leeds School of Business. Researchers polled over 500 women in September 2016 and again in September 2018. These women said harassment, like unwanted sexual attention, staring, “leering and ogling,” and fondling, dropped in those two years. One quarter of women reported unwanted sexual attention in 2018, compared to 66% in 2016. Sexual coercion dropped from 25% to 16%.

‘There’s this myth that women falsely accuse men of harassment, and this idea can hurt women at work.’ —*Stefanie Johnson, professor at the Leeds School of Business*

Now for the bad news: Sexism and sexist remarks, which the study authors defined as “gender harassment,” rose over those two years. The percentage of women experiencing gender harassment rose from 76% to 93%. “These results were a little surprising,” Stefanie Johnson, one of the authors on the study and a professor at the Leeds School of Business, told MarketWatch.

The #TimesUp movement may have had a complex effect on the workplace. “The #MeToo movement could have reduced harassment,” Johnson said. “But the opposite could have occurred as well: Women could have reported higher levels of sexual harassment because the movement may have made them more aware of what constitutes sexual harassment.”

Although the latest study showed a decline in sexual harassment at work, the Equal Employment Opportunity Commission (EEOC) [received 14% more sexual harassment complaints in 2018 than in 2017](#). But this doesn’t necessarily mean sexual harassment has increased since the #MeToo movement.

Cathy Ventrell-Monsees, senior counsel at the EEOC, estimated that [only 15% to 20% sexual harassment incidents are reported](#). The rise in complaints could therefore be a good thing, as it may indicate not a rise in harassment but rather an increased willingness to address and report it.

## **#MeToo is shifting attitudes**

Besides experiencing fewer instances of sexual harassment, women also feel less shame in discussing harassment. The study authors speculate that the #MeToo movement and “knowing others experienced similar harassment helped women feel less ashamed and increased support among women.”

“These studies suggest the increased attention around sexual harassment during the #MeToo era is making a difference,” Johnson said. “Fewer women are being sexually harassed and those who still face harassment know that this is not something unique to them—it is an issue that many women have faced.”

## **Offices are changing policies**

Offices are also changing their policies and taking harassment more seriously. More than half — 51% — of U.S. companies reviewed their sexual-harassment policies due to the #MeToo movement, according to research released in June by outplacement and executive coaching firm [Challenger, Gray & Christmas](#).

<https://www.marketwatch.com/story/sexual-harassment-at-work-is-finally-on-the-decline-now-for-the-bad-news-2019-07-18>

Of the companies that did review their policies, 72% updated them. And 20% of companies reported observing a more respectful workplace since the #MeToo movement. “Organizations are taking it more seriously,” Johnson told MarketWatch. “They don’t want to be the next headline.”

More than half of companies reviewed their sexual-harassment policies in the era of the #MeToo movement

A clear code of conduct is helpful as well. Johnson says a strong harassment policies include anonymous reporting systems that ensure an individual who is being harassed doesn’t have to report that harassment to the person harassing them. “Both men and women need to know what is acceptable and what isn’t. It needs to be clear,” she added.

Some companies, like Airbnb, Facebook, and Netflix now go as far as to tell employees [not to ask a co-worker on a date more than once](#). “Repeatedly asking someone on a date can lead to a feeling that the work environment is hostile,” Bao-Viet Nguyen, a Netflix spokesman, told MarketWatch.

### **Why is sexism increasing?**

Researchers from the University of Colorado study speculate the rise in sexism women are observing may be part of a backlash to the #MeToo movement.

As an example of sexism in the workplace, Johnson pointed to men not wanting to mentor women and not wanting to be alone with women at work. Over half — 60% — of male managers say they are uncomfortable with being alone around women at work, according to [a survey released in June](#) by Facebook COO Sheryl Sandberg’s [LeanIn.org](#).

“There’s this myth that women falsely accuse men of harassment, and this idea can hurt women at work,” Johnson said. “They’re less likely to get mentored, so they’re less likely to get a promotion or a new opportunity.” She also said that women can become “hyper-aware” of their gender in a way that’s uncomfortable when men actively try to avoid them.

“Most executives are men,” Andrew Challenger, Vice President of Challenger, Gray & Christmas, said. “So this can really hurt a woman’s career.”

# Women are now seen as equally intelligent as men, study finds

By Alia E. Dastagir

USA TODAY, July 18, 2019



*Not that long ago, opportunities for women in the workforce were quite limited. Secretarial and clerical work, nursing, jobs in textiles and in service were expected positions for women, and those jobs were almost entirely performed by them. Today, while very few jobs remain completely out of reach for women, many are still highly female or male-dominated. And many of the female-dominated jobs are the same ones of 70 years ago. While many of these primarily women-occupied jobs are vanishing due to changes in technology -- telemarketers, bank tellers, bookkeepers, and librarians, to name a few -- others are in fields that are in great demand, and are growing rapidly. In fact, while many male-dominated roles -- manufacturing and other forms of manual labor -- are shrinking, the majority of the fastest growing jobs are held primarily by women. Still, because these are female dominated occupations, they are often dismissed as "women's work" by men. Notably, as they have done traditionally, women continue to occupy a number of jobs in caretaking and medicine. As the baby boomer generation ages, demand for those roles has grown and will continue to grow in the foreseeable future. Based on occupation data from the Bureau of Labor Statistics, 24/7 Wall St. reviewed jobs where at least two-thirds of the workers are women. Of those, we identified 32 jobs where employment has increased by at least 10% between 2011 and 2017. Employment at some of these occupations has grown by over 50% during that time. (Photo: dusanpetkovic / iStock)*

In the last 70 years, some gender stereotypes about women have shifted dramatically, while others remain firmly rooted, according to [new research](#) published in the *American Psychologist*, the flagship journal of the American Psychological Association.

The meta-analysis of 16 public opinion polls totaling more than 30,000 U.S. adults from 1946 to 2018 looked at three traits: competence (intelligence, creativity), communion (compassion, sensitivity) and agency (ambition, aggression).

It found the most significant change in attitudes around women's competence — most people now believe women are equally intelligent as men. But it also found that stereotypes viewing women as more compassionate and sensitive grew stronger and that women are still viewed as less ambitious than men.

The study credits women's increased participation in the workforce as a reason they're viewed as more competent. But the kinds of work women do may be contributing to stereotypes around communion.

"When women entered the workforce starting in the '60s and '70s, they tended to enter certain roles and occupations that do reward social skills and also provide social contributions: teaching, nursing, customer service," said Northwestern University's Alice Eagly, lead author of the study. "Women are clustered into jobs that require social skills, and people use this as evidence of those tendencies."

The study also notes that the "communion" perception likely makes women more likely to be asked and more likely to accept tasks that researchers classify as "low promotability."

"Such tasks demand competence, but ambitious employees avoid them (e.g., routine committee service) because they seldom further advancement," the study said.

<https://www.usatoday.com/story/news/nation/2019/07/18/differences-between-men-and-women-most-now-say-intelligence-equal/1767610001/>

According to the [Institute for Women's Policy Research](#) occupational segregation — when some occupations are dominated by men or women — prevents "people from moving into occupations where they could perform well and that would satisfy them more than the ones open to them. And occupational segregation is a major cause for the persistent wage gap."

Perceptions of women's competence have changed considerably. In a 1946 poll, only 35% of those surveyed thought men and women were equally intelligent. In one 2018 poll, 86% believed they were equally intelligent and of those who believed intelligence was not equal, 9% believed women were more intelligent and only 5% believed men were more intelligent.

So why hasn't this translated to larger gains for women when it comes to the most powerful positions? The authors say it may be because even though women are viewed as equally intelligent, they are also seen as having less agency than men.

"Leadership roles tend to require agency," Eagly said. "They require people to take charge ... in some sense be dominant. So this perception tends to work against women in terms of leadership roles and other roles that require highly competitive behavior."

Eagly calls the agency finding "sobering."

"The great majority of those in Congress and CEOs at Fortune 500 companies are men," she said. "The finding on agency needs to be taken seriously. It's holding women back."

The study showed that men and women generally agreed on the traits.

"Stereotypes change when people get new observations," Eagly said. "They form because of what people experience in daily life, what people see."

# Why leaving the military is harder for female vets

By Apoorva Mittal

Military Times, July 18, 2019



*(U.S. Marine Corps photo by Sgt. Dana Beesley)*

When she left the military in 2005, Jodie M. Grenier went from being on a team of intelligence analysts reporting to then-Marine Corps Gen. Jim Mattis, with a top security clearance, to waiting tables.

“It was frustrating. I had a very purpose-driven job, and when I got out, I went to a community college and waited tables,” Grenier said.

Grenier participated in the transition classes offered by the military, but to her, they were ineffective and unhelpful. She searched job portals and worked as a bartender to support her education. Not having children afforded her flexibility that other women veterans might not have, she said.

Grenier is not alone. More than 30,000 women leave the military every year. There are 2 million women veterans in the U.S. and Puerto Rico, [according](#) to data from the Department of Veterans Affairs. By 2040, the VA expects women to make up 18 percent of the veteran population.

As more female troops transition from active duty to civilian life, they face unique challenges. Lack of a community of fellow female vets, lack of child care assistance for single mothers and financial instability due to lack of financial literacy are all issues women veterans face, experts say. While some of these challenges affect all veterans, the issues are compounded for women because of cultural stereotypes and the gender pay gap.

“Civilians often fail to recognize women as veterans, leading to mistrust between women veterans and their counterparts,” said Grenier, CEO of Foundation for Women Warriors, an organization that assists women veterans and their children.

About 67 percent of women veterans find their financial transition from the military difficult, compared to 47 percent of men; and more women vets experience “loss of income” as a key transition challenge compared to male vets, according to Maureen Casey, CEO of the Institute for Veterans and Military Families at Syracuse University.

Women veterans also have different social and psychological experiences than women who are private citizens. When transitioning into society, these differences can upend the expectations people normally have about women.

Dawn Fitzgerald started serving in the Navy right after high school. She transitioned out of active duty in 1998, and worked her way up from a janitor at Merck to a senior specialist in that company’s supply chain division in West Point, Pennsylvania.

“When you have strong leadership skills, sometimes, people don’t like that,” Fitzgerald, 44, said. “I have been told many times that I am intimidating.”

The military encourages a direct communication style that many civilian workplaces might not understand, according to Kayla Williams, senior director at the Center for a New American Security. Many veterans talk about the need to change their communication style when they become civilians; the societal penalty for directness is higher for women than men, experts say.

“Women can pay a higher penalty for not conforming to some of those expectations,” Williams said. “It is a jarring transition and can take some real recalibration of your presentation style if you are coming into a significantly different work environment.”

<https://www.militarytimes.com/education-transition/2019/07/18/why-leaving-the-military-is-harder-for-female-vets/>

Fitzgerald, on the other hand, uses her “strong leadership” style to mentor younger women starting out by telling them it’s okay to be called “strong” and “assertive.”

“Women get called bitches when they are assertive and strong, but men are called leaders,” she says. “It’s hard.”

### **Less transition support**

The Center for Women Veterans [started](#) offering exit seminars for women, but its main focus was making women veterans aware of health care resources. However, experts say that women veterans also need training on social and psychological skills to cope with the transitions. “It took the Army 17 years to get me to the rank of major, so there is no program that is going to be three to six months that is going to prepare me for civilian life,” Jas Boothe, who founded Final Salute Inc, said. “America needs to carry the torch, and go beyond the handshake and ‘thank you for your service.’ We need a boot camp that is longer and effective.”

### **Child assistance**

More women vets are likely to be single parents than male veterans, experts say. In such a situation, planning for financial stability and housing becomes imperative.

Further, finding affordable child care while pursuing education becomes a major obstacle. “There are subsidized programs, but when you are working and in school, your income is just over the threshold, and it becomes an issue to get subsidized child care,” Grenier said. In California, the average weekly [cost](#) of care for an infant child is \$211, compared to the subsidized rate of \$60 a week for a single active duty E-4 at a Child Development Center on a base, according to Grenier.

### **Financial instability**

Financial instability can be a major challenge post-service, Casey said. There is a lack of awareness in the women veteran community, and making them informed is also a challenge, she said. “The instructors in transition assistance don’t necessarily know all the services themselves,” Casey said. “The real opportunity is how do we create public-private partnerships, where agencies can come together to provide a complete picture of the opportunities available.”

### **Lack of peer networks**

A lack of a natural peer network where women can freely share their experiences leads to isolation during the transition. “Though the number of women veterans is increasing, there are still so few that they lack a natural peer support network, which can be an emotional challenge,” Grenier said. Grenier’s organization holds workshops to connect veterans with the community.

Here are a few of the organizations that help with the challenges mentioned above.

### **Foundation for Women Warriors**

Connect with the community: The [foundation](#) provides one-day, professional development workshops that bring women veterans together with leaders in business and academia to teach about negotiating salary, self-branding, and creating a sense of community.

Child care assistance: They provide childcare stipends for daycare (children ages 0-5) and spring, summer and winter camp assistance for working or student veteran mothers.

### **Final Salute Inc.**

The programs have assisted [women veterans](#) and children in over 30 states and territories.



<https://www.militarytimes.com/education-transition/2019/07/18/why-leaving-the-military-is-harder-for-female-vets/>

One program, called H.O.M.E., provides a full range of transition services like housing, food, clothing, child care assistance. Their other program, S.A.F.E., offers financial education to help with financial planning.

### **Institute for Veterans and Military Families**

At Syracuse University, [the IVMF](#) works with communities and non-profits across the nation and has a variety of veteran programs.

### **Onward to Opportunity**

This [program run by Syracuse's](#) Institute for Veterans and Military Families that provides certification, professional mentorship and connection to a vast network of over employers for placement service.

### **America Serves**

A coordinated [network of organizations](#) dedicated to serving the military community by connecting them to resources for their specific needs.

*[Apoorva Mittal](#) is a reporting intern for Military Times.*

# **Sexual Assault / Harassment**

# Rape Case Judge Resigns Over ‘Good Family’ Remark; State Orders Training

By Luis Ferré-Sadurní and Nick Corasaniti  
The New York Times, July 17, 2019



*Judge James G. Troiano, shown in court in 2003. CreditPool photo by Mike Derer*

The Supreme Court of New Jersey, responding to a nationwide backlash over insensitive comments made by several judges in sexual assault cases, announced new mandatory training on Wednesday for judges across the entire system.

The move came as one judge involved in one of the high-profile cases resigned and removal proceedings were initiated for another.

James Troiano, the Monmouth County judge [who recommended leniency for a 16-year-old boy](#) accused of rape because the boy was from a “good family,” resigned from the bench, officials said.

The comments by Judge Troiano, which were made in a 2018 ruling, were seen by advocates for sexual assault victims as emblematic of a legal system that is mired in bias and privilege, and has deterred victims from reporting assaults.

Shortly after the comments became public in early July, elected officials called for the judge’s resignation, petitions circulated for his disbarment and a protest was held outside the Monmouth County courthouse where the judge had made the ruling. Judge Troiano and his family even [received threats of violence](#).

The chief justice of the state Supreme Court said Judge Troiano, who had retired in late 2012, but continued to hear cases on a part-time basis, requested to step down. The court acceded and terminated his services effective immediately. A spokeswoman for the court said Mr. Troiano will keep his pension, which [according to the state Treasury](#) is calculated at [75 percent of his salary](#), for a total of \$123,750.

Also on Wednesday, the state Supreme Court ordered a new initiative to improve the training of judges in the areas of sexual assault, domestic violence, implicit bias and diversity.

“The programs also will train judges in effective communication skills that will aid them in delivering clear decisions that are rooted in the law, respectful of victims, and understandable to the public while protecting the rights of the accused,” Glenn A. Grant, the acting administrative director of the courts, said in a statement.

Under the new initiative, the courts will recess within the next 90 days for a mandatory full-day educational conference focused partly on sexual assault. Mandatory annual training sessions will be developed with subject matter experts to train judges and judiciary staff.

The Supreme Court also announced that it would begin removal proceedings for Judge John F. Russo, who [asked a woman if she had closed her legs](#) to try to prevent an alleged sexual assault.

“Because of the seriousness of the ethical violations here, it is appropriate for the Court to consider the full range of potential discipline, up to and including removal from office,” wrote Justice Stuart Rabner, the chief justice of the Supreme Court of New Jersey.

In [the order](#), Justice Rabner cited a report from the Advisory Committee on Judicial Conduct that found Mr. Russo showed “an absolute disregard for the solemnity that must attend every court proceeding, particularly those involving such serious concerns as domestic violence.”

<https://www.nytimes.com/2019/07/17/nyregion/judge-james-troiano-resigning.html>

The removal process for a judge in New Jersey involves a formal hearing before a panel of Supreme Court judges. The order also suspends Judge Russo without pay pending the outcome of removal proceedings.

Lawyers for Mr. Russo did not immediately respond to requests for comment.

The controversy sparked by the two judges drew widespread condemnation from elected officials in New Jersey, many of whom called for the removal of both judges. On Wednesday, Gov. Philip D. Murphy released a statement praising the Supreme Court's actions.

"Unfortunately, the inexcusable actions of several judges over recent months have threatened this reputation for thoughtful and reasoned opinion, and common decency," Mr. Murphy said. "I am gratified that Judge Troiano will no longer sit on the bench and that removal proceedings will begin against Judge Russo."

Judge Troiano, a longtime family court judge, made the comments in 2018 when deciding whether to try the accused teenager as an adult. Prosecutors had said the teenager sexually assaulted a visibly intoxicated 16-year-old girl at a party and recorded the act, sending the video to his friends, along with a text that said, "When your first time is rape."

Judge Troiano decided the boy should not be tried as an adult, but an appeals court [sharply rebuked and overturned his decision](#) in June.

The appeals court warned Judge Troiano, 69, against showing bias toward affluent teenagers and said "the judge decided the case for himself." Family court cases are typically confidential, but some of Judge Troiano's comments became public in the appeals court's 14-page ruling.

In making his decision last year, Judge Troiano appeared to question the girl's level of intoxication, cited the boy's good grades and college prospects and drew distinctions between sexual assault and the "traditional case of rape" at gunpoint.

In a two-hour decision, Judge Troiano questioned aloud whether prosecutors had adequately explained to the girl and her family that pressing charges would destroy the boy's life.

"He is clearly a candidate for not just college but probably for a good college," the judge said.

He added: "This young man comes from a good family who put him into an excellent school where he was doing extremely well. His scores for college entry were very high."

Judge Troiano retired in December 2012, but continued to work three days a week as a "recall" judge, occasionally filling in to help ease a backlog of court cases. There are currently 63 judges on recall in state Superior Court.

Judge Troiano declined to comment through a family member.

Last month, the appeals court also scolded a Middlesex County family court judge, Marcia Silva, [who said during the sexual assault case of a 12-year-old girl](#) that "beyond losing her virginity, the state did not claim that the victim suffered any further injuries, either physical, mental or emotional."

Officials have not taken any action against Judge Silva despite similar calls for her resignation.

"The comments were victim-blaming and a manifestation of the fears that many survivors have when deciding how they want to proceed in the aftermath of an assault," the New Jersey Coalition Against Sexual Assault said in a statement last week referring to the cases before Judge Troiano and Judge Silva.

Last week, the state's top public defender came to the defense of Judges Troiano and Silva, issuing a rare public statement expressing concern on the impact the criticism of the judges could have on the judicial process.

<https://www.nytimes.com/2019/07/17/nyregion/judge-james-troiano-resigning.html>

“Vilifying or seeking the removal of judges who make unpopular or even erroneous decisions threatens the independence of the judiciary,” said Joseph Krakora, the top public defender for New Jersey. “Judges are simply lawyers entrusted with the responsibility of deciding difficult cases. Litigants sometimes feel that their decisions are incorrect or unfair. That is why we have appellate courts.”

Out of every 1,000 sexual assaults, 230 are reported to the police, 9 are referred to prosecutors and 5 will lead to a felony conviction, according to Department of Justice data analyzed by the Rape, Abuse and Incest National Network.

Local advocates had for years clamored for judges to be trained in how to treat sexual assault victims, and legislation had recently been introduced.

Without naming judges by name, Mr. Grant, the active administrative director, said the trainings stem from “particular events” that “prompt us to engage in critical self-analysis that suggests the need to do more to instill the Judiciary’s longstanding guiding policies and principles into our daily practices.”

*[Luis Ferré-Sadurní](#) writes about housing in New York City for the Metro Desk. He joined The Times in 2017 and is originally from San Juan, Puerto Rico. [@luisferre](#)*

*[Nick Corasaniti](#) is a New Jersey-based correspondent, covering the politics, policy, people, trains, beaches and eccentricities that give the Garden State its charm. A New Jersey native, he previously covered presidential campaigns for The Times. [@NYTnickc](#) • [Facebook](#)*

*A version of this article appears in print on July 18, 2019, Section A, Page 25 of the New York edition with the headline: Judge Resigns After Outrage Over Teenager Rape Case. [Order Reprints](#) / [Today’s Paper](#) / [Subscribe](#)*

---

**SEE ALSO:**

[Judge Gets Threats After Saying Teenager in Rape Case Was From ‘Good Family’](#) [NY Times, 2019-07-08]

[Teenager Accused of Rape Deserves Leniency Because He’s From a ‘Good Family,’ Judge Says](#) [NY Times, 2019-07-02]

[2 judges’ comments, handling of rape cases draw criticism](#) [AP, 2019-07-03]