

## DEOMI News Highlights

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DEOMI News Highlights is a weekly compilation of published items and commentary with focus on equal opportunity, equal employment opportunity, diversity, culture, and human relations issues. The 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.

### **Discrimination allegations on the rise, report shows [Emily Long, *Government Executive*, 7 July 2011]**

- The Equal Employment Opportunity Commission's (EEOC) Annual report stated:
  - federal job discrimination complaints increased nearly 4 percent in fiscal year 2010
  - payments to employees found to have experienced discrimination also increased
- 16,480 government employees filed 17,583 discrimination complaints
- Average processing time for conducting investigations dropped from 185 days to 181

[Discrimination allegations on the rise](#)

### **1<sup>st</sup> Marine Division gets first African American commander [Tony Perry, *Los Angeles Times*, 1 July 2011]**

- Maj. Gen. Ronald Bailey is the first African American to command the oldest, largest and most decorated division in the Marine Corps, 1<sup>st</sup> Marine Division, at Camp Pendleton
- Members of the Montford Point Marines Association were present to witness the event
- The Association is a group of retired Marines dedicated to preserving the legacy of the segregated boot camp in North Carolina where African Americans recruits were once trained

[1<sup>st</sup> Marine Division gets first African American Commander](#)

### **Changes proposed for sexual assault cases [Patrician N. Kime, *Air Force Times*, 1 July 2011]**

- Changes crafted by lawmakers in the House and Senate versions of the 2012 defense authorization bill, now pending in Congress, could hamper the effort to strengthen the military's handling of sexual assault cases, Pentagon officials said 28 June
- One potentially problematic change is chaplains will be authorized to take an initial confidential report from a victim—this could affect victims' relationship with their spiritual advisors
- The bill would also required DoD to maintain all records on sexual assault, from medical records and investigation reports to filings and forensic medical records, for 100 years
- Both the House and Senate bills mandate structural changes to the Defense Department's Sexual Assault Prevention and Response office, requiring its director to be a general officer or Senior Executive Service civilian and requiring the services to have a sexual assault advocate at every installation or brigade level

[Changes proposed for sexual assault cases](#)

# DEOMI News Highlights

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## **Culture**

[Education Program Promotes Relationships](#)  
[Hispanics Identifying Themselves as Indians](#)

## **Discrimination**

[Discrimination allegations on the rise](#)

## **Miscellaneous**

[1<sup>st</sup> Marine Division gets first African American Commander](#)  
[Army program works to make soldiers fit in body and mind](#)  
[Civil rights survey: 3,000 US high schools don't have math beyond Algebra I](#)  
[Face of Defense: Brothers Devote 50 Years to Iowa Guard](#)  
[President reverses condolence letter policy to include troop suicides](#)

## **Misconduct**

[High school hate-crime allegations spur emotional debate](#)

## **Racism**

[Mich. ban on race in college admissions illegal](#)

## **Sexual Assault / Harassment**

[Changes proposed for sexual assault cases](#)

# Culture

## **Education Program Promotes Relationships, Partnerships**

**By Donna Miles**

**American Forces Press Service, 1 July 2011**

WASHINGTON, July 1, 2011 – Walk into just about any U.S. professional military schoolhouse, and you’re likely to see a surprising number of foreign officers and noncommissioned officers mixed among the Army, Navy, Air Force and Marine Corps students.

They’re a testament to the popularity of the International Military Education and Training program, something officials say provides a huge bang for the buck as it fosters relationships and military-to-military partnerships around the globe.

IMET is a State Department security assistance program, managed by the Defense Department’s Defense Security Cooperation Agency, to provide professional military training and education to U.S. allies, Kay Judkins, DSCA’s program policy manager, told American Forces Press Service.

Last year, IMET provided training to more than 7,000 students from 130 countries. “That is building a lot of influence,” Judkins said. “And that is really what this program is all about: influencing minds and hearts. It’s about cooperation, forming relationships and building partnership capacity.”

Because most students who receive the highly coveted IMET training slots are rising stars within their respective militaries or governments, Judkins said the impact of the program runs far deeper than the numbers might indicate.

With an annual budget of about \$110 million, IMET provides a great return on investment, she said. Nations that can afford it, pay their students’ education costs, and the United States picks up the tab for those that can’t. For some of these nations, IMET represents their only source of professional military education.

This education has a more lasting impact than any weapons system or military hardware ever could, Judkins said. “You could give a military a helicopter, but how much is that helicopter going to make an influence on that country?” she said.

“That helicopter will come and go. But education and training could influence someone who becomes the next president of that country... and remembers his relationships with the United States and with other countries,” she added.

Among the thousands of IMET alumni around the world are Indonesian President Susilo Bambang Yudhoyono and Jordanian King Abdullah II bin al-Hussein.

Yudhoyono attended the Army’s Airborne and Ranger schools, as well as the Infantry Officer Advanced Course at Fort Benning, Ga., and the U.S. Army Command and General Staff College at Fort Leavenworth, Kan. Abdullah attended the Defense Resource Management Course at the Naval Postgraduate School in Monterey, Calif.

Other IMET graduates have gone on to become leaders in their armed forces. “IMET is an investment,” Judkins said. “It’s not one of those things where you can always see the rewards after the very first course.” Sometimes the payoff takes time, as students who first participate in IMET as young lieutenants return for more advanced courses as they rise through the ranks to become military and government leaders in their home countries.

“We have an investment that takes years to develop and mould, but generally pays off in dividends,” Judkins said.

Those dividends demonstrate themselves in ways big and small. Judkins pointed to the responsible way the Egyptian military -- a longtime participant in the IMET program -- has responded to protest movements there, as one indicator.

Another dividend can be seen in Afghanistan and previously in Iraq, where many nations that benefited through IMET sent troops to support international coalitions working together in support of operations Enduring Freedom and Iraqi Freedom.

On a smaller scale, Judkins recalled a recent incident in which a Guatemalan military helicopter inadvertently ventured across the Mexican border and crashed there. What could have turned into an international incident didn't, thanks to understanding generated through IMET.

"When it was all said and done, it turned out that the [Guatemalan] helicopter pilot and one of the [Mexican] officers on the ground knew each other because they had attended training together through IMET," Judkins said. "And because they knew each other, they understood that it wasn't intentional. It dissolved a big issue that could have become deadly in some instances."

IMET students who attend classes side-by-side with their U.S. counterparts get exposure to the U.S. professional military establishment, from military procedures to how the armed forces operate under civilian control. This, Judkins explained, forms the foundation for strong military-to-military relations, increased understanding, and closer defense cooperation that enhance regional stability.

But IMET education extends beyond the classroom as students get exposure to the American way of life and ideals: democratic values, respect, individual and human rights, and belief in the rule of law, among them, Judkins said.

"It's one thing to say, 'Here's what we do in the United States,'" said Navy Vice Adm. William E. Landay III, the DSCA director. "It's another thing to say, 'Come to a war college for a year and sit through that and talk to people and go out in town and understand our values and how we apply them -- from our democratic principles to our civilian control of the military.'"

IMET has roots dating back to the post-World War II period when the military assistance program it grew from focused predominantly on Western Europe. That concentration has morphed over the decades to meet changing world situations.

During the 1990s, IMET reached out to former Soviet bloc countries, offering new courses on defense resource management, military justice, civil-military relations and internationally recognized human rights. This led to the establishment of some of IMET's specialty schools, including the International Defense Acquisition Resource Management program and Center for Civil-Military Relations at the Naval Postgraduate School; the Defense Institute of International Legal Studies in Newport, R.I.; and the Defense Institute for Medical Operations at Lackland Air Force Base in San Antonio.

Today IMET's focus has extended increasingly to the Middle East and northern Africa. Judkins called this outreach a way to address vulnerabilities to terrorism and other regional threats. "The emphasis is on the Middle East and Africa because we know that terrorism will grow, and we know that vulnerable countries are the most targeted," she said. In addition, IMET is expanding its scope to provide more noncommissioned officer education and training, particularly for countries working to build professional NCO corps.

Mobile IMET education teams also have begun deploying to other countries to provide training tailored to their specific needs. The impact can be significant, because a single team can train 50 to 100 students at a time, Judkins said. Last year, mobile training teams provided about half of all IMET training.

Landay called IMET an important program that's almost universally recognized for its contribution to U.S. national defense. "It's a superb program," he said. "Anybody you talk to is a fan of the IMET program."

<http://www.nytimes.com/2011/07/04/nyregion/more-hispanics-in-us-calling-themselves-indian.html?src=me&ref=nyregion>

## Hispanics Identifying Themselves as Indians

By GEOFFREY DECKER

New York Times, July 3, 2011

A procession of American Indians marched through Sunset Park, Brooklyn, on a weekend afternoon in early May, bouncing to a tribal beat. They dressed in a burst of colors, wore tall headdresses and danced in circles, as custom dictated, along a short stretch of the park.



*Uli Seit for The New York Times*

At a festival June 26 in East Elmhurst, Queens, people from the Tlaxcala tribe of Mexico wore masks parodying the Spanish conquistadors.

But there was something different about this tribe, the Tlaxcala, and when the music ceased and the chatter resumed, the difference became clear: They spoke exclusively Spanish.

The event was Carnaval, an annual tradition celebrated by tribes indigenous to land that is now Mexico. And despite centuries of Spanish influence, the participants identify themselves by their indigenous heritage more than any other ethnicity.

When Fernando Meza is asked about his identity, “I tell them that I am Indian,” said Mr. Meza, a parade participant from the Tlaxcala tribe. “They say, ‘But you’re Mexican.’ And I say, ‘But I’m Indian.’ ”

Mr. Meza represents one of the changes to emerge from the 2010 census, which showed an explosion in respondents of Hispanic descent who also identified themselves as American Indians.

Seventy percent of the 57,000 American Indians living in New York City are of Hispanic origin, according to census figures. That is 40,000 American Indians from Latin America — up 70 percent from a decade ago.

The trend is part of a demographic growth taking place nationwide of Hispanics using “American Indian” to identify their race. The number of Amerindians — a blanket term for indigenous people of the Americas, North and South — who also identify themselves as Hispanic has tripled since 2000, to 1.2 million from 400,000.

“There has been an actual and dramatic increase of Amerindian immigration from Latin America,” said José C. Moya, a professor of Latin American history at Barnard College.

Dr. Moya attributes the increase to shifting patterns of immigration to the United States over the last two decades, from regions with larger indigenous populations, like southern Mexico and Central America, instead of northern Mexico.

Half of all Hispanics who moved to New York over the last 10 years were Mexican, according to the Census Bureau’s American Community Survey. Most of them come from southern Mexico.

<http://www.nytimes.com/2011/07/04/nyregion/more-hispanics-in-us-calling-themselves-indian.html?src=me&ref=nyregion>

The pattern started in 1994 with the signing of the North American Free Trade Agreement, which opened the American-Mexican border to more economic activity. To encourage foreign investment in Mexico, its government started to strip Indian landowners of a long-held legal protection from privatization. The resulting conflict awakened ethnic tensions that dated back centuries, and spurred a populist support of indigenous heritage.

That movement was on vivid display at Carnival in Sunset Park, home to the city's largest Mexican community.

The Tlaxcala were costumed, carried whips and wore pink-hued masks that had flush cheeks, blue eyes and thin mustaches — obvious stereotypes of the European conquerors. Tlaxcala costumes are also worn in parades in other months in New York, and in other boroughs.

The Indians' version of Carnival, a Christian holiday of revelry that falls just before Lent, is satirical in nature, the Tlaxcala marchers explained. When Spanish conquistadors celebrated Carnival in the 16th century, the Tlaxcala observed the custom from afar. The Spaniards wore flamboyant dress, drank too much wine and danced late into the night.

“We are descendants from the original people of Tlaxcala,” said Gabriel Aguilar, a Ditmas Park resident. “Five hundred years ago, there is not territory known as Mexico. It's just tribes.”

The American Indian totals are still a small fraction of the overall Hispanic population of the United States, which eclipsed 50 million this year. But the blip in the census data represents raised awareness among native Latinos who believe their heritage stretches farther back than the nationalities available on the census form.

The trend is not occurring solely among newcomers to the United States. Nancy Perez, who shares her household in Ditmas Park with her sister and parents, held a family meeting to decide how they should identify themselves in the census. Her parents moved to the United States from Puebla, Mexico, in the 1970s, and although her family was mixed, “if you go back far enough, we are indigenous,” Ms. Perez said. American Indian, they decided, made the most sense.

“We felt that there were very limited options to identify with,” Ms. Perez, 32, said. “So out of the options available, that was the best one.”

The Amerindian numbers do not account for those who take a more activist approach toward filling out the census form. Carlos A. Quiroz, an activist and blogger born in Peru, checked off that he was a “Non-Hispanic” American Indian, a category normally associated with North American Indians. Mr. Quiroz said he selected it because he opposed use of the word “Hispanic” as an ethnic category.

“Hispanic is not a race,” said Mr. Quiroz, whose ancestors were the Quechua people, of the Central Andes. “Hispanic is not a culture. Hispanic is an invention by some people who wanted to erase the identity of indigenous communities in America.”

“We don't believe we have to accept this identity just because we speak Spanish,” Mr. Quiroz added.

# **Discrimination**

# Discrimination allegations on the rise, report shows

**BY Emily Long**

**Government Executive, 7 July 2011**

Federal job discrimination complaints increased nearly 4 percent in fiscal 2010 over the previous year, and payments to employees found to have experienced discrimination grew as well, according to a new report.

In its [annual report](#) on the federal workforce, the Equal Employment Opportunity Commission found that 16,480 government employees filed 17,583 discrimination complaints in fiscal 2010, up 3.8 percent from fiscal 2009. Retaliation was the most common allegation, up 2.7 percent over the previous year, followed by age and race discrimination, both up 5.1 percent, according to the report.

"The federal government should be a model workplace," said Dexter Brooks, director of EEOC's federal sector programs. "We are concerned that retaliation is the most common basis of discrimination alleged and we caution all federal agencies to make sure that reprisals do not become the usual response to complaints of discrimination."

Federal agencies, not EEOC, are responsible for addressing discrimination complaints filed against them. Employees can opt to participate in pre-complaint counseling or alternative dispute resolution programs before registering a formal complaint. According to the report, 56.6 percent of such counseling incidents led to a settlement or withdrawal from the complaint process. Findings of discrimination increased from 2.98 percent to 3.3 percent, and agencies paid out \$46.9 million to complainants in fiscal 2010, up 12 percent from \$41.7 million in the previous year.

The average processing time for conducting investigations dropped from 185 days in fiscal to 181 days in fiscal 2010. The average time for closing complaints, however, increased from 344 days to 360 days, while the average processing time for a hearing jumped from 294 days to 332 days.

Of the Cabinet-level and large federal agencies, the U.S. Postal Service was a significant contributor to the total number of discrimination complaints and investigations in fiscal 2010, the report found. Postal employees make up 18.6 percent of the federal workforce, but the agency accounted for 40.2 percent of counseling incidents, 31.2 percent of all complaints filed and 28.9 percent of completed investigations. USPS had the highest counseling and alternative dispute resolution participation rates among large agencies. The Postal Service completed 99 percent of investigations in a timely manner, however.

The Government Printing Office had the highest counseling and complainant rates of all medium-size agencies, at 7.7 percent and 1.74 percent, respectively. According to GPO spokesman Gary Somerset, four complaints were filed in the second quarter of fiscal 2011, compared to 14 during the same period last year.

"GPO has an ongoing effort to ensure that employment discrimination does not take place within the agency, and that all employees are aware of their right to work in a discriminatory and harassment-free work environment," Somerset said. "[Public Printer Bill Boorman] has instructed GPO's [Equal Employment Opportunity] Office to develop programs, committees, focus groups and counseling services to train managers and address EEO issues."

Colleen Kelley, president of the National Treasury Employees Union, said agencies still have some work to do to address discrimination complaints.

"Generally, EEO complaints are filed when employees believe the merit system has let them down or when they feel they are being unfairly targeted by managers," Kelley said. "NTEU believes there is significant room for improvement in how such systems are implemented by managers."

# Miscellaneous

<http://latimesblogs.latimes.com/lanow/2011/07/maj-gen-ronald-bailey-has-assumed-command-of-the-camp-pendleton-based-1st-marine-division-the-first-african-american-to-co.html>

## 1st Marine Division gets first African American commander

Tony Perry

Los Angeles Times, July 1, 2011

Maj. Gen. Ronald Bailey has assumed command of the Camp Pendleton-based 1st Marine Division, the first African American to command the oldest, largest and most decorated division in the Marine Corps.



In a tradition-laden ceremony Thursday, Bailey assumed command from Maj. Gen. Michael Regner, who will command Marine forces in South Korea.

In attendance were two dozen retired Marines, members of the Montford Point Marine Assn., a group dedicated to preserving the legacy of the segregated boot camp in North Carolina where African American recruits were once trained.

Some 20,000 recruits were trained there from 1942 to 1949, when the U.S. military was ordered to be fully integrated.

"When I entered the Marine Corps, we didn't even have anyone ever reach the rank of staff sergeant," said Oscar Culp of Oceanside. "To now have a man commanding a division truly

shows that America is a place where you can come from anywhere and reach the top."

Bailey, commissioned as a second lieutenant in 1977 after graduating from Austin Peay State University in Clarksville, Tenn., has held a series of command positions -- including, recently, command of the Marine Corps Recruit Depot in San Diego/Western Recruiting Region.

In a speech to an assemblage of friends, family members and Marines, Bailey acknowledged the legacy of the Montford Point Marines and also thanked various officers who provided guidance as he rose through the ranks. "I stand on your shoulders," he said.

To the thousands of Marines, Bailey promised "a full measure" of effort: "We love to fight and we love to win."

Bailey assumes command at a time of a draw-down of U.S. forces in Afghanistan and a reduction in the size of the Marine Corps. "Regardless of what the requirement, the 1st Division will be prepared," he told reporters.

<http://ebird.osd.mil/ebfiles/e20110705829934.html> or

[http://www.washingtonpost.com/local/army-program-works-to-make-soldiers-fit-in-body-and-mind/2011/05/13/gHQAVsCqxH\\_story.html](http://www.washingtonpost.com/local/army-program-works-to-make-soldiers-fit-in-body-and-mind/2011/05/13/gHQAVsCqxH_story.html)

## **Army program works to make soldiers fit in body and mind**

**By Michael E. Ruane**

**Washington Post, July 5, 2011**

The soldiers crowd around a large conference table, their maroon berets scattered on top. A digital clock on the wall shows the time in Afghanistan and Iraq. The unit's flag, hung with battle streamers, rests at one end of the room. Outside, not far away, stands the 16-foot bronze statue of World War II paratrooper "Iron Mike," grim-faced with submachine gun in hand - the epitome of the rugged American soldier.

But the training here this morning has little to do with war. A young soldier from Rhode Island is telling how his wife walked out on him when she was two months pregnant and he fell into depression and alcoholism. A burly soldier with red hair admits that he has a bad temper, which leads to disputes with his spouse. There are murmurs of assent around the room, and other problems galore. It feels like an intense group-therapy session. In a way, it is.

It's also a radical shift in the Army's approach to mental health, a switch from the just-suck-it-up tradition of the past and a change that was expected to get a grumpy reception from rank-and-file "Joes." But the new program, designed largely by outside psychologists, appears to have been embraced by soldiers. The critics, it turns out, are other psychologists.

The Army, burdened by almost a decade of war and beset by increases in suicides, substance abuse and combat stress, embarked on the controversial \$125 million project to instill psychological strength in soldiers the same way it teaches physical fitness. The program, called Comprehensive Soldier Fitness, is designed to make soldiers more psychologically "resilient" amid the pressures of combat, repeated deployments, and family and financial crises.

The effort runs counter to many military traditions. "It's a big culture change," said Col. Jeffery Short, a physician and the program's medical director. "For decades," he said, the Army attitude was "everybody's just going to be tough. . . . You're going to sweat this out, and when you come out the other end, you're going to be better for it. "Now, to concentrate on how people are thinking, and how they're feeling . . . that is an Army culture change," he said.

Brig. Gen. Rhonda Cornum, who oversees the program, said: "The Army recognized that its historical way of dealing with psychological fitness was to wait until somebody showed evidence of not having psychological fitness and then trying to fix it." This is an effort to help soldiers before that happens.

The program includes a mandatory confidential online assessment tool so soldiers can gauge their emotional status around issues such as relationships, job satisfaction and life in general. They can take further optional online training to get help in areas where they would like to improve.

The Army also wants resilience to be taught face to face, classroom-style and is in the process of teaching "master resilience trainers," who go back to their bases and conduct sessions in person. There, the MRTs use slides, excerpts from TV shows and round-the-table discussions to talk about ways to stay optimistic, avoid prejudging others and forestall "catastrophic thinking," or dwelling on worst-case scenarios.

During one recent session touching on prejudgment, MRTs here played the now-famous segment of the "Britain's Got Talent" TV show in which the drab-looking phone salesman Paul Potts turns out to have a world-class opera voice.

So far, according to recent interviews here and at training sessions at the University of Pennsylvania, Comprehensive Soldier Fitness seems to be a hit.

<http://ebird.osd.mil/ebfiles/e20110705829934.html> or

[http://www.washingtonpost.com/local/army-program-works-to-make-soldiers-fit-in-body-and-mind/2011/05/13/gHQAvcqXH\\_story.html](http://www.washingtonpost.com/local/army-program-works-to-make-soldiers-fit-in-body-and-mind/2011/05/13/gHQAvcqXH_story.html)

"It's a revolution for us younger-generation soldiers," said Spec. Matthew Gregg, 27, a Fort Bragg truck driver from Leesville, La., who has twice been deployed to Iraq. "It shows that the military does care," he said during a break in a recent Fort Bragg session. "When you fill out surveys, they're not just going in the trash. People are actually . . . listening to what soldiers are saying."

The program's most vocal critics have been outside the Army - other psychologists who contend that it won't work and that it is not training at all but rather a vast, quasi-ethical research project. "There's little reason to believe that these techniques would have any efficacy at all," said James C. Coyne, a psychology professor in the psychiatry department at the University of Pennsylvania School of Medicine. "It's very difficult to do anything preventively before the fact."

In cases of combat stress, he said, he fears that preventive techniques could disrupt a soldier's natural coping process. "Getting upset, saying, 'I don't like feeling this way, this is a horrible way to feel,' can often be the first step in a very healthy, adaptive response," he said. "Targeted, secondary prevention is much wiser and has much more of an evidence base than primary prevention," he said.

Another critic, Roy Eidelson, a board member of the Coalition for an Ethical Psychology, added: "This is the largest experiment ever undertaken - it involves a million soldiers." "The stakes are very high," he said, "because we're talking about war. We're talking about life and death. And there's a lot that wasn't done to prepare for this experiment."

#### Search for a strategy

The program was launched after the Army said it recognized some alarming trends. Suicides among active-duty soldiers jumped from 138 in 2008 to 162 in 2009, according to the most recently available Army statistics. Cases of spousal abuse and child abuse or neglect almost doubled between 2004 and 2009, from 913 to 1,625, the Army said. And referrals for alcohol and drug abuse rose from 15,000 in 1999 to 22,500 in 2009.

"It used to be that you just kind of joined the Army and lived your life . . . and there wasn't anything very dangerous about it," Cornum said. "When I came in the Army, which was 1978, nobody was going anywhere and doing anything. Vietnam was over." Now, she said, almost everybody who joins is quickly deployed to a hot zone and faces redeployment over and over. "It's a different Army, and nobody sees peace breaking out."

The idea for the program was that of Gen. George W. Casey Jr., the recently retired Army chief of staff, who Cornum said was dismayed by the cases of suicide, post-traumatic stress disorder and family violence. "We've got to have something besides the Whac-a-Mole theory," Cornum quoted Casey as saying. "We need a strategy to teach people to do better and not just wait till they do badly."

The Army's vice chief of staff, Gen. Peter W. Chiarelli, said day-to-day pressures on the modern soldier are enormous. "We are putting as much stress on a soldier in the first six years in the United States Army" as many 80-year-old civilians have experienced in an entire lifetime, he said.

In 2008, Cornum said, the Army asked the University of Pennsylvania to help design something to combat negative behaviors. The Army had a similar program, called Battlemind, but it was aimed at soldiers being deployed and coming off deployments and had not been implemented effectively, said Lt. Col. Sharon McBride, a senior research psychologist with the soldier fitness program.

Penn's Positive Psychology Center and its director, Martin E.P. Seligman, are proponents of the idea of positive psychology, where attention is focused on positive aspects of life. Seligman and his colleagues had already designed resilience programs for middle schools, high schools and college to prevent anxiety and depression, and they found that it was not that hard to adjust the training for

<http://ebird.osd.mil/ebfiles/e20110705829934.html> or [http://www.washingtonpost.com/local/army-program-works-to-make-soldiers-fit-in-body-and-mind/2011/05/13/gHQAVsCqxH\\_story.html](http://www.washingtonpost.com/local/army-program-works-to-make-soldiers-fit-in-body-and-mind/2011/05/13/gHQAVsCqxH_story.html)

soldiers. "A lot of the material was directly relevant," Seligman said. "The struggles of a soldier are relational - families, getting along with others. A very small part of life is going into battle." "I was worried that people would say [it was] 'girlie psychobabble,'" he said. Instead, about half the soldiers who rated the program "said it was the best course they ever had in the Army."

In 2009, the university began teaching resilience to the first 150 of the more than 4,500 noncommissioned officers who have thus far become trainers. "We teach a set of skills around building mental toughness," said Karen Reivich, co-director of the Penn Resiliency Project, who helps lead training sessions at a hotel near the university's campus in Philadelphia. The teaching is "designed to enhance a person's ability to handle stress, to perform well, to stay optimistic," she said during a break in a recent session. "It's about making sure that the soldiers have the skill sets to be able to do what our army is asking of them," she said.

Sgt. 1st Class Brian Diggs, 35, a drill sergeant who has twice been deployed to Iraq and took the Penn trainers course in March, said he found it "excellent." He said he believed it would be useful in dealing with recruits. "The younger generation . . . coming in the military, some of them have, already, issues that they bring with them," he said. "I think this is just a better tool for leaders to help these new recruits get past those individual barriers that they bring with them."

Psychologists criticize

In January, at the suggestion of Seligman, a special issue of *American Psychologist*, the flagship journal of the American Psychological Association, devoted 13 articles - by Cornum, Casey and others - to the Comprehensive Soldier Fitness program. Norman B. Anderson, head of the association and the journal's editor, said Seligman's work is a hot topic, and so is the mental health of American military personnel.

But in March, a trio of psychologists - Eidelson, Marc Pilisuk and Stephen Soldz - wrote a blistering online essay accusing the journal of "cheerleading" and attacking the Army program as research, not training. And as research, the program should involve the consent of its subjects, the soldiers, the authors stated. "Such research violates the Nuremberg Code developed during post-World War II trials of Nazi doctors," the authors said. In addition, Seligman's resilience work in schools has been "only modestly and inconsistently effective," the authors contended, producing only small reductions in mild depression.

The critics also charged that the resilience work done in schools is probably not applicable to soldiers who face combat. Finally, the authors worried that the program might actually harm soldiers: "Might soldiers who have been trained to resiliently view combat as a growth opportunity be more likely to ignore or underestimate real dangers, thereby placing themselves, their comrades, or civilians at heightened risk of harm?"

"Given those ethical questions," Eidelson said, "psychology . . . should be thinking really hard about whether this is a good idea." Seligman countered that "it's not remotely" a research project. "It's an Army-wide course. . . . It's no more subject to consent than . . . when you're told to run in sneakers rather than boots."

Chiarelli, the vice chief of staff, said: "We do all kinds of mandatory things. . . . We make people pee in a bottle every month, too. We take mandatory physical fitness tests." At the same time, "they're probably right in saying it's an experiment," he said. "Take an organization of 1.1 million people and try to institute a program like this, it probably is a little bit of an experiment. But that's okay." Chiarelli said the debate is understandable.

"There are always going to be naysayers out there," he said. "That doesn't mean that we should wait until all the publishers publish all the articles."

<http://ebird.osd.mil/ebfiles/e20110705829934.html> or

[http://www.washingtonpost.com/local/army-program-works-to-make-soldiers-fit-in-body-and-mind/2011/05/13/gHQAVsCqxH\\_story.html](http://www.washingtonpost.com/local/army-program-works-to-make-soldiers-fit-in-body-and-mind/2011/05/13/gHQAVsCqxH_story.html)

"I think we have enough evidence on Comprehensive Soldier Fitness," he said. "We know resiliency is key. And we know we can train people to be more resilient. To me, that's all I need to know right now."

### Working through crises

At Fort Bragg one recent morning, sun streamed through an open door to a meeting room of the 264th Combat Sustainment Support Battalion. Inside, the soldiers were among the first "lower enlisted" to be exposed to the notions of resilience by the newly minted teachers. They had broken into small groups to analyze a personal crisis detailed by one person in each group.

The Rhode Island soldier's group offered the story of his reaction to his pregnant wife's departure for general discussion in the room. "What was the activating event?" asked the moderator, Staff Sgt. Nathan Hayes, 27. "Uh, finding out your wife was two months pregnant, and she leaves you," a spokesman for the group replied. "Sorry to hear that," Hayes said.

He asked for the soldier's reaction to his wife's departure. "He went into a drunken rage," the spokesman related, "went into a downward spiral, got put into AA . . . got put on medicine, went through depression, didn't want to work, didn't want to do anything." Why did he turn to alcohol? Hayes asked.

"Just to forget everything," the 24-year-old Rhode Island soldier, who had been sitting quietly, replied. "Just block it out." "So, 'I can't handle this on my own? I need alcohol?' " Hayes asked. "Yeah, basically" the soldier said.

"So what's the thinking trap there?" Hayes asked. A "thinking trap," a decades-old psychological concept, is one of the things the program wants soldiers to identify and avoid.

Reivich, of Penn, identified eight thinking traps in "The Resilience Factor," a 2002 book she co-authored with Andrew Shatte. They include jumping to conclusions, overgeneralizing and "personalizing," or always blaming oneself for setbacks. " 'Alcohol's the solution' was the conclusion you jumped to," Hayes told the young specialist.

After the session ended, the Rhode Island soldier, who has since reached an understanding with his wife, said he found the program valuable. "If I had this kind of training before, I probably would have still been with my wife," he said. "It definitely does help."

<http://www.csmonitor.com/USA/Education/2011/0630/Civil-rights-survey-3-000-US-high-schools-don-t-have-math-beyond-Algebra-I>

## **Civil rights survey: 3,000 US high schools don't have math beyond Algebra I**

*The latest Civil Rights Data Collection shows, as never before, the education inequities that hold various groups of students back.*

**By Stacy Teicher Khadaroo**

**Christian Science Monitor, June 30, 2011**

To better diagnose achievement gaps and help education leaders tailor solutions, federal civil rights officials on Thursday released an expanded, searchable set of information – drawn from schools in more than 7,000 districts and representing at least three-quarters of American students.

The survey's data show, as never before, the education inequities that hold various groups of students back.

For example, in 3,000 high schools, math classes don't go higher than Algebra I, and in 7,300 schools, students had no access to calculus. Schools serving mostly African-American students are twice as likely to have inexperienced teachers as are schools serving mostly whites in the same district.

“Transparency is the path to reform, and it's only through shining a bright spotlight on where opportunity gaps exist that we can really make headway on closing the achievement gap,” said Russlynn Ali, assistant secretary for civil rights in the US Department of Education's Office for Civil Rights (OCR) in a conference call with reporters Thursday.

“These data paint a portrait of a sad truth in America's schools,” she said, “that the promise of fundamental fairness hasn't reached whole groups of students that will need the opportunity to succeed, to get out of poverty, to ensure their dreams come true, and indeed to ensure our country's prosperity.”

Part 1 of the 2009-10 Civil Rights Data Collection was released Thursday. Among many items, it includes whether districts offer pre-kindergarten or gifted and talented programs. It shows how many counselors each school has. And it breaks down most items into racial groups, as well as disability status and whether students are English-language learners.

Some new items since the survey was last conducted in 2006 include students' participation levels in advanced math, science, and other college-prep courses, as well as the number of teachers in each school who have just one or two years of experience.

The survey also includes, for the first time, state-operated schools for the deaf or the blind, and long-term juvenile-justice facilities.

Nearly all states have signed on for new “Common Core” standards, designed to ensure that students complete high school ready for college or a career. But education reformers say school districts have a long way to go to help all students achieve those standards. And this data highlight such gaps.

“To know that there are large numbers of schools, particularly schools that primarily serve students of color, that do not even offer higher-level classes that would lead to college and career readiness, that's a significant finding and something that districts need to address,” says Robert Rothman, senior fellow at the Alliance for Excellent Education in Washington, which promotes high school improvements.

<http://www.csmonitor.com/USA/Education/2011/0630/Civil-rights-survey-3-000-US-high-schools-don-t-have-math-beyond-Algebra-I>

The data can show inequities between nearby districts, as well as inequities within districts. In Boston, for instance, where nearly 80 percent of students are black or Hispanic, 13 percent of teachers are in their first or second year of teaching. In the nearby suburb of Wellesley, Mass., where 81 percent of students are white, 4 percent of teachers are new to the field.

About 1 out of 5 white students in Boston is enrolled in at least one Advanced Placement (college-level) course, compared with 1 out of 12 for both African-Americans and Hispanics. Wellesley has racial disparities as well. There, nearly 1 out of 4 white students are in AP. For Hispanics, it's 1 out of 6. Black students are 4 percent of the Wellesley district, but not a single black student is in an AP class, according to 2009 data.

In Los Angeles, students and community groups pushed for the district to make a college-prep curriculum available and mandatory for all students, because too many students were languishing in old-fashioned cosmetology courses. They persuaded the L.A. Unified School District (LAUSD) to do so in 2005, but progress in implementing the plan was slow.

By 2007, 66 percent of all the district's courses were college-prep level, up from 62 percent in 2004, the Los Angeles Times reported. But the percentage of students fulfilling entrance requirements for the public university system remained the same, at just over 47 percent.

"The kids that come from schools that don't have AP courses have very little chance of competing" when it comes to college admissions at a place like the University of California, Los Angeles, says Gary Orfield, co-director of the Civil Rights Project based at that school.

Various versions of the survey have been taken every few years since 1968. "These are some of the only continuously collected numbers about changes on issues relating to race and civil rights for the last 40 years," Mr. Orfield says.

As one of the researchers who delves deeply into the data collection, Orfield applauds the Obama administration for expanding the categories and making the search functions more user-friendly.

But he criticizes the administration for continuing a Bush policy of allowing states to report racial data in a wider range of categories, including multiracial. It will make it impossible to accurately compare future data sets with the past, Orfield says.

Part 2 of the new data set will be released this fall and will include information on AP test results, teacher absenteeism, and incidents of harassment and bullying. The data will also shed more light on which students are disciplined in various ways, and how much schools use restraint and seclusion – issues that have raised civil rights concerns in recent years.

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## Face of Defense: Brothers Devote 50 Years to Iowa Guard

**By Army Staff Sgt. Ryan Matson, Task Force Red Bulls  
American Forces Press Service, 5 July 2011**

LAGHMAN PROVINCE, Afghanistan, July 5, 2011 – Army Sgt. 1st Class Tim Fiedler Jr., and his younger brother, Army Staff Sgt. Rich Fiedler, have put in more than 50 years of combined service in the Iowa National Guard's Company A, 1st Battalion, 133rd Infantry Regiment.



*Army Staff Sgt. Rich Fiedler, left, and his brother, Army Sgt. 1st Class Tim Fiedler, right, sit together June 14, 2011, on Combat Outpost Najil in Afghanistan's Laghman province. The Fiedler brothers have more than 50 years of combined service in the Iowa National Guard's Company A, 1st Battalion, 133rd Infantry Regiment. U.S. Army photo by Capt. Jason*

Tim said he joined the Guard 29 years ago for the college money. But regardless of their initial motivation, the brothers said, a sense of family has kept them in Company A.

"A Company is a pretty tight-knit group," Tim explained. "Some of the people have been here a long time. Working with the younger guys, for me, has been enjoyable. I could have retired before I came [to Afghanistan]. I didn't have to come, but this is something I wanted to do. I enjoy it."

Like Rich Fiedler, Army Sgt. David Tielbar, the company's senior radio telephone operator, has served in Company A for 22 years. "I met the Fiedlers through the Guard," he said. "I've had them both as team and squad leaders, but we're family – this company is a family. We've watched the company grow and shrink, but we always stuck together. They'll tell me like it is, and I respect their honesty. But above it all, they care about the company's soldiers."

Tim said he sold cars briefly after college. Rich said that aside from a few part-time jobs, he never has worked outside Company A and the Iowa National Guard.

The brothers said they never expected to serve for decades when they joined the Guard.

"I hated Camp Ripley," Tim said, referring to a military training center in Minnesota. "We went to our annual training there every year, and it rains, and it's horrible. In fact, when I re-enlisted, they offered a nice little bonus of \$5,000 for six years.

"I wasn't going to re-enlist, and the recruiter asked why," he continued. "I told him, 'I don't want to go to Camp Ripley.' So they made me a deal – for two years I didn't have to go to Camp Ripley. One year I went to the primary leadership course, and one year I did recruiting duty instead."

Now Company A's acting first sergeant, Tim said he still wound up going back to Camp Ripley about 25 more times anyway.

A third Fiedler brother, Kenny, also served in Company A, but he left the National Guard after nine years of service.

Younger brother Rich said he has followed Tim's lead in the Iowa National Guard in many ways.

"I joined because Tim and Kenny joined, and they went to college, and I wanted to do the same things," he said. Both brothers enlisted as infantrymen and held some of the same positions within the unit.

"The Fiedler brothers have been the company's supply sergeants for the past 16 years," Rich noted.

Since 1988, Tim has served as a full-time active Guard/Reserve-component soldier, and Rich has served full-time since 2002. Tim served six years as the administrative clerk, then as the company's

<http://www.defense.gov//News/NewsArticle.aspx?ID=64548>

supply sergeant for the following 12 years. After Tim went on to become the readiness noncommissioned officer platoon sergeant, Rich stepped in to fill his brother's vacated position as supply sergeant, a role he has filled since 2007.

Before then, Rich served as an intelligence analyst for the state's counterdrug task force, an assignment he said he looks upon as the highlight of his military career thus far.

"It's a federally funded project; every state has one," Rich explained. "That was probably the most fun I've had in the Guard. I didn't have to wear a uniform or shave, and got to do a lot of neat operations," working with different agencies like the Drug Enforcement Agency and FBI.

Tim said he is living the highlight of his career now, serving as the company's first sergeant while on a combat deployment to Afghanistan. It is also the first time he has deployed with his brother.

"It's always been a dream to be the first sergeant, but my full-time AGR job prevented me from doing that," Tim said. "But being the acting first sergeant of an infantry company at Combat Outpost Najil is a pretty big accomplishment for me. With all the things we accomplished here, it was really rewarding.

"The guys all kid me a lot, and call me 'Dad,'" he added, "but in the two and a half years we spent training up to being here, I've seen a lot of them change and become more mature. It's been challenging, and also rewarding."

A big consideration in spending their service in the same company is the brother's love of their hometown, Dubuque, Iowa, Tim said.

"We were born and raised there, [and] went to high school there," he said. "In fact my oldest son, Tim Fielder III, goes there now, and my youngest son, Tyler, will be a freshman."

Tim still lives in Dubuque, and Rich lives in nearby Epworth, Iowa.

"You're limited in the jobs you can do once you get in the full-time system," Rich explained. "I could have gotten promoted and moved, but I don't want to move, I don't want to live anywhere else."

Tim said that although he could have also been promoted 15 years ago and would be at least a master sergeant by now, you can't put a price on living where you want to live and working with the people you want to work with.

"Staying and living in Dubuque is the tradeoff," he said. "But it's where I've always wanted to live and raise my family. That's where our family lives – my two brothers and sisters and in-laws."

Through more than 50 years and five combined deployments, the Fielders have been a staple of Company A, and they're still going strong.

"I've got a little over three more years I can still do to get 26 years full-time," Tim said.

With Rich still having some full-time service left, the Fiedlers are approaching six decades of combined service before both have finished their careers.

# President reverses condolence letter policy to include troop suicides

By Michael Catalini, [National Journal](#)  
Government Executive, 6 July 2011

In a break with longstanding tradition, the president will now send condolence letters to families of those service members who commit suicide while deployed to a combat zone, the White House announced on Wednesday.

In a statement released by the White House, President Obama said the decision was made "after a difficult and exhaustive review of the former policy, and I did not make it lightly."

The policy change signifies a new understanding of the wounds of war, some of which are mental. "They didn't die because they were weak," Obama said.

There was no mention of letters to the families of service members who commit suicide after they've returned home.

In a statement issued on Wednesday, Gen. Peter Chiarelli, the vice chief of staff of the Army, who has been vocal in addressing the military's "invisible wounds" of war, said the policy change is a step toward removing the stigma associated with behavioral health conditions.

"Every day we have honored those fallen in combat.... Now, in accordance with our commander-in-chief, we will honor all those who have fallen in service to our great nation," Chiarelli said in a statement.

Chiarelli also recounted his personal connection to suicide. The general, who commanded the 1st Cavalry Division in Iraq in 2004-05, lost 169 soldiers while deployed. Chiarelli approved the monument erected in memoriam at Fort Hood, Texas, but only 168 soldiers' names were listed.

"I approved the request of others not to include the name of the one soldier who committed suicide. I deeply regret my decision," Chiarelli said, calling the decision the "greatest regret" of his military career.

According to an [Army report](#) released in 2010, 160 soldiers killed themselves in 2009, and the suicide rate reached 20.2 per 100,000, up from about 10 per 100,000 since 2004. The rate for the Marine Corps was the highest of the armed forces at nearly 22 per 100,000. The Air Force and Navy rates were around 12 per 100,000; the civilian rate is typically around 19.2 per 100,000.

The Tragedy Assistance Program for Survivors, a nonprofit that serves the families of military service members, applauded the president's decision but said in a statement that the administration did not go far enough in adjusting its condolence-letter policy.

"While expanding the policy today to include the families of those who die by suicide in combat zones is a very important step that TAPS supports, the White House presidential condolence letter policy continues to exclude many families who have made the ultimate sacrifice in military service to America," the statement said.

[In an interview with National Journal](#) published last month, Chiarelli said the Army was making strides in addressing the issue of suicide.

"I definitely think that we have made progress, but we're fighting an uphill battle. The underlying cause, the stress on the force, the things that are causing the stress on the force, still remain when you have operational-tempo levels that are at what they are right now, especially after 10 years of conflict," Chiarelli said.

# Misconduct

<http://latimesblogs.latimes.com/lanow/2011/07/hate-crime-allegation-santa-monica-high-school.html>

## **High school hate-crime allegations spur emotional debate**

**L.A. Now**

**Los Angeles Times, 1 July 2011**

Allegations of a hate crime targeting a black student at Santa Monica High School generated an emotional debate at a school board meeting Thursday night.

According to the student's account given to authorities, the boy walked into the wrestling room at the school on May 4 to see a brown wrestling mannequin with a noose around its neck. He said he was then restrained by two boys who chained his pants to a locker. Classmates also made racially charged remarks, the student said.

Some community activists decried the incident, calling for hate-crime charges to be filed.

But others said the incident has been blown out of proportion. Some said the incident was a prank and that there was no racism behind it.

Robert Forster, a volunteer coach at the high school, said at the meeting that he believes that "nothing racially" was said during the incident, according to KTLA.

"It is not hazing. It's a prank. ... It was a funny thing that the athletes think are funny in the locker room," he said.

There are now two ongoing investigations of the incident. The Los Angeles County Sheriff's Department will examine how Santa Monica school officials responded to it. The Santa Monica Police Department will continue its investigation of the alleged incident itself, which officials say involved the African American student and other members of the school's wrestling team.

Police said they turned over the portion of the probe dealing with the school's response to the Sheriff's Department to avoid a conflict of interest. The Santa Monica Police Department has developed a close working relationship with school officials, they said.

Civil rights activist Najee Ali said Wednesday that the alleged incident amounts to a hate crime, and he called on authorities to prosecute it as such.

"This wasn't just a prank," Ali said. "This was a hate crime, and it needs to be prosecuted to the fullest extent of the law."

Santa Monica High Principal Hugo A. Pedroza said in an email to parents earlier this month that the accused students were given appropriate discipline, including suspensions.

The boy's mother, Veronica Gray, said she was angry that the school never told her about the alleged incident.

# **Racism**

[http://www.boston.com/news/nation/articles/2011/07/01/mich\\_ban\\_on\\_race\\_in\\_college\\_admissions\\_illegal/](http://www.boston.com/news/nation/articles/2011/07/01/mich_ban_on_race_in_college_admissions_illegal/)

# Mich. ban on race in college admissions illegal

By ED WHITE

Associated Press/Boston Globe, 1 July 2011

DETROIT (AP) -- A federal appeals court on Friday struck down Michigan's ban on the consideration of race and gender in college admissions, saying it burdens minorities and violates the U.S. Constitution.

The 2-1 decision upends a sweeping law that forced the University of Michigan and other public schools to change admission policies. The 6th U.S. Circuit Court of Appeals said the law, approved by voters in 2006, violates the 14th Amendment's Equal Protection Clause.

The court mostly was concerned about how the affirmative action ban was created. Because it was passed as an amendment to the state constitution, it can only be changed with another statewide vote. This places a big burden on minorities who object to it, judges R. Guy Cole Jr. and Martha Craig Daughtrey said.

The ban's supporters could have chosen "less onerous avenues to effect political change," the judges said in the court's opinion.

Arizona, California, Nebraska and Washington state have similar bans, but they won't be affected by the Michigan decision. The court ruling is limited to Michigan and other states in the 6th Circuit: Kentucky, Ohio and Tennessee.

The judges cited two U.S. Supreme Court cases, one involving the repeal of a fair housing law in Akron, Ohio, and the other a law intended to stop racial integration in Seattle schools.

The American Civil Liberties Union, which was part of a coalition that challenged the Michigan ban, hailed the court's decision.

The "ruling has kept the door open for thousands of academically qualified students of color to continue to pursue the American dream through our state's colleges and universities," said Kary Moss, an ACLU spokeswoman in Detroit.

A dissenting judge, Julia Smith Gibbons, said there was nothing wrong with the ban or the way it passed.

"The Michigan voters have ... not restructured the political process in their state by amending their state constitution; they have merely employed it," she said.

A message seeking comment was left with the Michigan attorney general's office, which defended the law and could ask the full appeals court to take the case. Such requests are rarely granted. Gov. Rick Snyder had no immediate comment.

The ban, which also affected government hiring, was approved by 58 percent of voters nearly five years ago. In 2008, a federal judge in Detroit upheld it, saying it was race-neutral because no single race can benefit.

# **Sexual Assault / Harassment**

<http://www.airforcetimes.com/news/2011/07/military-sexual-assault-bill-changes-070111w/>

## Changes proposed for sexual assault cases

By Patricia N. Kime - Staff writer  
Air Force Times, Jul 1, 2011

Changes crafted by lawmakers to strengthen the military's handling of sexual assault cases are generally welcome, but a few could hamper the effort, Pentagon officials said June 28. The changes are contained in the House and Senate versions of the 2012 defense authorization bill now pending in Congress.

One potentially problematic change: The list of personnel authorized to take an initial confidential report from a victim would expand to chaplains — which could affect victims' relationships with their spiritual advisors, said Diana Rangoussis of the Defense Department's Sexual Assault Prevention and Response Office, or SAPRO.

The House bill also would require DoD to maintain all records on a sexual assault, from medical records and investigation reports to filings and forensic medical records, for 100 years. That “may be a little difficult for us,” Rangoussis said in a briefing at a daylong meeting of the Defense Advisory Committee on Women in the Services.

The House and Senate bills both mandate structural changes to SAPRO, requiring its director to be a general officer or Senior Executive Service civilian and requiring the services to have a sexual assault advocate at every installation or brigade level.

The House's inclusion of military chaplains among those able to take a restrictive report — one where a victim can tell someone about their assault confidentially without setting off a formal investigation — alarms SAPRO officials, Rangoussis said.

“It sounds like a good idea, but a service member should be able to speak freely to a chaplain, never fearing the chaplain is going to get a subpoena,” she said. “If a chaplain receives a subpoena to testify, they must show up. Once they get there, they can invoke their pastoral privileges, but they still have to show up. We want to keep the chaplains from as far away from that as possible.”

The House's requirement of 100-year record-keeping simply isn't practical, she added. “Keeping the records is ... very important to the department ... but there are a host of issues, privacy concerns. It's complex,” she said. But currently, some evidence and files like rape kits and medical records related to sexual assault investigations are kept for only one year. Both the House and Senate bills call for better recordkeeping to ensure victims can access documentation should they later decide to pursue legal action or need follow-up care.

A 2010 survey showed that the number of sexual assaults in the military has dropped, but SAPRO and DACOWITS members said more must be done to ensure personnel safety and maintain readiness of all service members. “Sexual assault is a readiness issue,” retired Army Lt. Gen. Claudia Kennedy, a DACOWITS member, said in an interview.

“People are affected when it occurs in a unit. It's one of those high cost items that's never measured. If you lose a tank or an aircraft or a ship, you can put a cost to that. Human costs are more important but hard to measure,” Kennedy said.

The bill initiatives were drawn from recommendations of the 2009 final report of Defense Task Force on Sexual Assault in the Military Services. They guarantee new legal protections for victims, and in the Senate version, extend them to dependents. They also give sexual assault victims expedited consideration for transfer to a new unit or duty station.