

Annotated Bibliography for Women in the Military, 1995 - 2016



**DEFENSE EQUAL OPPORTUNITY MANAGEMENT INSTITUTE
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Summary: This document presents a collection of externally published research articles focusing on gender and women in the military. Articles include authors from both academic, military, and journalist settings. This bibliography includes citations, and abstracts. A total of 32 reference citations are provided that span from 1995 to 2016.

External Reports

AF Begins Testing Phase For Women in Combat Roles. (2015, April 21). Retrieved from <http://www.af.mil/News/ArticleDisplay/tabid/223/Article/585652/af-begins-testing-phase-for-women-in-combat-roles.aspx>

There were only 1 percent of jobs closed to women. This 1 percent includes over 4,300 special operations positions. The Air Force has conducted assessments, focus groups and observations to ensure women could handle a position in the special operations groups. The testing will begin in Lackland, Texas. 200 men and women who volunteer will be tested on their physical abilities. The standards will not be changed just because special operations are also open to women. It is important that standards do not change because the level of readiness and capability needs to stay up where it currently is. The purpose is to ensure that the right standards are set based on the occupation and mission of each group. The fitness testing is the final part of the process to join the special operations groups. The results are looked at with a scientifically to ensure only the best and most capable are able to join the special operations groups. The integration of women into the new special operations positions will follow each service's timeline with training and ascension.

Begley, S. (2015, June 11). [This Woman Was The First Female General in the U.S. Armed Forces](http://time.com/3916073/anna-mae-hays-female-general/). Retrieved from <http://time.com/3916073/anna-mae-hays-female-general/>

Anna McCabe Hays was the first the female general in the U.S. Armed Forces. She joined the Army Nurse Corps in 1942. She felt the call to serve after the attack on Pearl Harbor. During World War II she was deployed to India. While in India she cared for the American soldiers building a road to China. She was a nurse in the operating room. Most people left the military after World War II ended but Anna McCabe Hays stayed. Two years later she was promoted to First Lieutenant. Hays was deployed to Korea during the Korean War in 1950. She described the conditions as being worse than the conditions in India. After she came back from the Korean War, she worked at the Walter Reed Army Medical Center. One of her most notable patients was President Eisenhower, She became chief of the Army Nurse Corps in 1967. Hays helped the recruitment of nurses for the Vietnam War. She would visit Vietnam to ensure the conditions are the way they were supposed to be. Anna McCabe Hays helped changed many different policies. These policies included letting married female officers stay in the military after they were pregnant and not limiting who could be appointed to the Army Nurse Corps based on the age of their dependents. She became a Brigadier General on June 11, 1970. She retired in 1971.

Biography.com Editors. (2014, July 31). Mary Walker Biography. Retrieved from <http://www.biography.com/people/mary-walker-9522110>

Mary Walker was born in New York in 1832. She graduated from Syracuse Medical School in 1855. She opened a private practice in Columbus, Ohio. She used her degree in the Civil War as an assistant surgeon. During the Civil War, she was captured by the Confederate Army. She was captured in April of 1863 and imprisoned until the fall of 1864. She began to supervise a hospital for female prisoners. Dr. Mary Walker retired in 1865 from the government. She is the first female recipient of the Medal of Honor. She is also the only female recipient of the Medal of Honor.

Browne, R. (2016, March 18). *Obama to appoint first female combatant commander, Carter says.* Retrieved from <http://www.cnn.com/2016/03/18/politics/first-female-combatant-commander/>

Secretary of Defense, Ash Carter is recommending Gen. Lori Robinson for the Northern Command. General Lori Robinson has a great amount of operational and managerial experience. General Lori Robinson is currently the commander of the Pacific Air Forces. As a Northern Commander Robinson will oversee the continental U.S., Mexico, Canada, and Alaska. Combatant commanders are always 4 star generals or admirals. Ash Carter thinks Robinson is the right person for the job. Robinson entered the Air Force in 1982 as an air battle manager.

Bryant, J. (2016, March 10). *First Women Preparing to Apply for Air Force Combat Positions.* Retrieved from <http://www.military.com/daily-news/2016/03/10/first-women-preparing-to-apply-for-air-force-combat-positions.html>

Women have shown interest in positions like the pararescuemen, tactical air control and special operations weather technician. Women have already started the fitness training programs which will help the women when they get to the fitness testing. Women will go through the same tests and processes that the men go through. Women need to have minimum ASVAB scores for their field of interest and passing a physical ability stamina test. Pararescue requirements include 25-meter swim underwater, 500-meter swim at the surface of the water under 10:07, 1.5 mile run under 9:47, 10 pull ups under 2 minutes, 52 pushups under 2 minutes and 54 sit ups in under 2 minutes. Women must go through a mental abilities test which is given by retired Special Operations Airmen. The development process can take anywhere from 30 days to 150 days depending on the progress of the candidate. Female candidates will be housed in separate dorms during their time in basic training. After basic training is over, the candidates will spend 2 to 2.5 years training at different bases including Lackland Air Force Base, Texas, Fort Benning, Georgia and Patrick Air Force Base, Florida.

Bushatz, A. (2016, January 28). *Pentagon Sets Maternity Leave at 12 Weeks for All Services*. Retrieved from <http://www.military.com/daily-news/2016/01/28/maternity-leave-slashed-for-sailors-marines.html>

The standard maternity leave was set to 12 weeks. This has decreased the time for the Navy and Marine Corps by 6 weeks. For the Air Force and Army it has increased the time by 6 weeks. The purpose of the change is to balance personnel benefits with readiness. The change still puts the military at the top tier of businesses in America. The paternity leave will change from 10 days to 14 days. Ash Carter encourages men to take advantage of their paternity leave. Another change Ash Carter wants to implement mother rooms for facilities with over 50 women. This is to encourage women to continue breast feeding once the women return to work. Another family friendly feature includes increased day care hours. Ash Carter wants to start a pilot program that will allow troops to freeze their sperm and eggs for free.

Campbell, M. (2016, June 3). *Meet the World's First Female Combat General*. Retrieved from <http://www.macleans.ca/news/canada/jennie-carignan-will-be-the-first-female-general-from-the-combat-arms-trades/>

Colonel Jennie Carignan enlisted in the Canadian military in 1986. She was 17 years old. Before Col. Carignan chose to join she had a choice between studying dance and joining the military. She chose the military for a sense of purpose. When she first joined the military, she was trained as a combat engineer. She attended the Royal Military College where she met her husband. She is currently the highest ranking woman in the Canadian military. During her career in the military Colonel Carignan has helped to increase the number of women enlisting in the military. The recruitment of women for the Royal Military College has increased by 15% when Colonel Carignan was working on recruiting. She would take the girl and her mother to tea and talk about the military. She did not tolerate sexism in her workplace. She has also worked towards reforming the justice system around sexual conduct, drugs and alcohol after a sexual assault incident occurred in 1998.

She has learned to balance motherhood and a career in the military. Her husband retired from the military to help raise their children. He went back to school and is now a school teacher. Whenever Col. Carignan is away she calls home at least once a week. Her children currently range from 9 years old to 22 years old. Two of her children are currently in the military.

Col. Carignan is going to be promoted to General and gain the title of Chief of Staff of Army Operations. Col. Carignan has served in the Middle East, Bosnia and Afghanistan.

DoD lifts the ban on women in combat. (2013). *Army*, 63(3), 9-12,14.

The announcement was made in January of 2013 by Secretary of Defense, Leon Panetta and the Joint Chief of Staff, Gen. Martin Dempsey. This decision was made unanimously by the Service Chiefs. Women have become vital to the success of the military. This has been proved through the success of the combined units. It was required for all of the services to create a plan to integrate women. The plan had to be implemented by May of 2015. The process had to be completed by January 1, 2016. This process opened over a thousand jobs to women. Women make up 15 percent of the military. Previously women were not allowed to serve in combat. The front lines were blurred in Iraq and Afghanistan because women were serving as medics and intelligence officers. This change is not about letting women serve in combat because we are past that point. Women currently comprise around 15% of the military.

Freddoso, D. (2002, Oct 14). Should U.S. send women into combat in iraq? *Human Events*, 58, 3.

Jimmy Carter reinstated mandatory registration for the draft in 1980. Carter wanted to make it mandatory for women to register for the draft. Ronald Reagan was opposed to Jimmy Carter's proposal. Reagan did not believe in forcing women to go fight in a war. Reagan also thought the draft destroys the values that our society defends. Congress did not approve women registering for the draft. Reagan changed his views on the draft in 1982. He made it mandatory for men to register for the draft. Since then the number of women voluntarily joining the military has gone up. Women have been flying in combat aviation and assigned to front-line engineering units since the Persian Gulf War. Some people think that women belong in the military but not on the frontline. Older men do not support women fighting in combat. Some men believe that women have responsibilities other than fighting on the front line. Other people believe that women should be able to fight on the front line because of their bravery and willingness to fight. Not many people support women registering for the draft.

First Female Marines to Graduate Infantry Training. (2013, November 19). Retrieved from <http://www.military.com/daily-news/2013/11/19/first-female-marines-to-graduate-infantry-training.html>

Four female Marines graduated from the Marine Corps Infantry training. Fifteen women participated in the training. The participation of the women was used for a study about which ground combat jobs should be available to women. The training includes a twenty kilometer hike with eighty pounds of gear. Three out of seven women did not complete the hike. Twenty-six out of two-hundred forty-six men did not complete the hike. Women were held to the same standard as men. In the physical fitness test, women had to perform full pull ups instead of the flexed arm hang. These women were assigned to the Delta Company Infantry Training Battalion. The training took place at Camp Gieger in North Carolina. These women will not be assigned to Infantry jobs. Their graduation will only be recorded for the Marine Corps study.

Goldstein, A. (2016, April 27). *How The Cost Of Officer Uniforms Demonstrates Gender Inequality In The Navy*. Retrieved from <http://taskandpurpose.com/cost-officer-uniforms-demonstrates-gender-inequality-navy/>

Females are burdened with the financial cost of new uniforms. The male uniforms do not cost as much as the female uniforms. The difference in price is known as the “Pink Tax”. Enlisted women do not have to worry about this change because they receive a for stipend uniforms. Female officers are expected to pay for their own uniforms and the alterations that go along with the uniform. There is still a price difference even though there is a push for gender equality. The Navy and Marine Corps are the services changing their uniforms to a gender neutral uniform. The House Armed Services has stalled the uniform change because it is not consistent with the standard process for evaluating uniform items. The changes will cost between \$200 and \$700 per person. Women also have to pay for more alterations than men because the uniform fits men better than it does women.

Heeter, L. B. (2013). *Women in combat: Policy barriers are being removed*. *Marine Corps Gazette*, 97(7), 29-32. Retrieved from <http://search.proquest.com/docview/1399314265?accountid=37044>

The Marine Corps have been known for their strength and perseverance. The Marine Corps holds women to the same standard as men. Women have shown they can handle everything that comes their way just like men have. The integration of women is still a work in progress. Women are different from men and do not accomplish mission in the same way that men do. Women think differently than men do. This brings diversity to the unit. This helps the unit accomplish mission by having multiple way to accomplish this mission. Women have proven to be emotionally stable and strong enough to fight in combat with men. The level danger for females continues to rise because of the opening of new jobs.

Hepburn, S., & Simon, R. J. (2006). *Women’s roles and statuses the world over*. *Gender Issues*, 23(2), 62-68.

American women have been fighting in wars since the Civil War in the 1860s. Women were nurses during the Revolutionary War. In the Civil War women worked as spies and also took over their husband's position if their husband was wounded or killed. Mary Ledwig Hays McCauley took over her husband's cannon after he was wounded. In appreciation of her service the state of Pennsylvania gave Mary Ledwig Hays McCauley a pension of \$40 per year. In World War I, women were worked as telephone operators. These women did not receive veteran status or any benefits, despite being sworn in the Army. The former secretary of the Army recruited over 11,000 female yeomen. This helped to relieve the men of their normal duties to be able to fight in World War I. These women were discharged at the end of the war. The female yeomen received an honorable discharge and veteran benefits. In the 1940s, women received permanent status in the military. In the 1980s, different jobs such as non-combat flying, and combat support duties were opened up to women. Women currently make up 15% of military personnel.

Jamieson, K. H. (1995). *Beyond the double bind: Women and leadership*. Oxford University Press on Demand

Katheleen Hall Jameison describes the challenges that women face when trying to be successful in the workplace. She also explains the catch-22 that is common for women. Jameison also talks about the traps and restrictions put on women in the workplace. She shares different interviews with women in the workplace. Kathleen Hall Jameison tries to give young women a road map for the corporate world. She also talks about the challenges women face in the military. Early female cadets from WestPoint Military Academy were mocked for their high pitched voices. Squad leaders ordered the women to lower their voices because men had lower voices. Men were seen as the norm for leadership.

Hickes Lundquist, J., & Smith, H. L. (2005). Family formation among women in the US military: Evidence from the NLSY. *Journal of Marriage and Family*, 67(1), 1-13.

Family formation is higher in the military than it is in the civilian world. The volunteer military is more family friendly than it used to be. Services like family housing, day care, and family health coverage make it easier for families in the military. Family disruption was the main reason for leaving the military after the Korean War. The benefits of having a family are greater than being single. Family benefits include higher moving allowance and off base housing. The divorce rate is also lower in the military than it is in the civilian world. Women are more likely to leave the military when raising children.

MacKenzie, M. H. (2012). Let Women Fight: Ending the US Military's Female Combat Ban. *Foreign Aff.*, 91, 32.

Women currently make up 14 percent of the U.S. Armed Forces. Female soldiers have been banned from working in combat with the other men. In times of need women have fought in combat unofficially but have not acknowledged for their service by congress. Politicians, veterans and military experts have acknowledged women for their service in combat. Female Silver Star winners include Sergeant Leigh Ann Hester and Specialist Monica Lin Brown. Some of the main arguments against women in combat include women cannot meet the standards and women would disrupt the cohesion and the bond men have formed while working in combat together. The U.S. Air Force is currently the most open service for women. In April of 2012, the Marines allowed women to train in the Infantry Combat Officer School. The women could not serve in combat but they could train. Another fear people have about women in combat is that the men would not be able to control themselves sexually around women. During the Korean War integration resulted in better cohesion. Fully integrating women could increase the diversity and weaken the masculine culture of the military.

McNulty, S. S. (2012). Myth busted: Women are serving in ground combat positions. *AFL Rev.*, 68, 119.

The Aspen Memorandum was intended to expand opportunities for women. The memorandum provided a list of restrictions for women in the military. The rule for service member is the assignment of jobs the person is qualified for. The Aspen Memorandum applied to the Navy, Air Force, Marine Corps, and Army. The Coast Guard falls under the department of Homeland Security not the DoD. The Coast Guard does not have gender restrictions on any of their jobs. The definition of combat is engaging on the ground with the enemy. In today's battlefield, there is not a set frontline or combat area. Combat is all over the current theaters in the Middle East. Female soldiers have been in combat before. There is a group of Army women stationed in Iraq who are responsible for searching the Middle Eastern women for weapons or any other illegal items. This mission was part of the Team Lioness. Prior to Team Lioness, Army assignments prevented women from being in specialties and combat. By 2007, the Marine Corps started to deploy women to Iraq. After seeing the success of Team Lioness, other all male units started to request women to deploy in their unit. CNN conducted a survey in 2001 based on women in combat. More people supported women flying in combat compared to women serving in a submarine. The number of people supporting women in combat went down from 77% in 2001 to 67% in 2005. Civilian college students were more supportive of women in combat then cadets at a service academy or a ROTC cadet.

McRobie, H. (2013, Feb 20). Women in the US military – uncomfortable power. *OpenDemocracy*. Retrieved from <http://search.proquest.com/docview/1289063550?accountid=37044>

The ban of women fighting in combat was recently lifted. The ban was put in place in 1994. People think that this will change the level of sexual harassment. President Obama praised Leon Panetta for making this decision to move towards gender equality. He also believes this will make the military stronger. This decision will not change a lot of things for women because they have already been unofficially fighting in combat. Over 130 females have already died in combat before the ban was lifted. The lift of the ban will help women to advance through the ranks faster.

Miller, L. L. (1998). Feminism and the exclusion of army women from combat. *Gender Issues*, 16(3), 33-64.

Feminists think they are speaking for all the women in the military when they are only speaking for a minority of women serving in the military. When asked about fighting in combat, some women would rather stick to the status quo. Activists contradict themselves when they talk about women in the military. When referring to sexual harassment women are weak victims but when referring to fighting in combat women are strong warriors.

The Navy's History of Making Women Accepted for Volunteer Emergency Services. (2013, Jul 31). *US Fed News Service, Including US State News*. Retrieved from <http://search.proquest.com/docview/1415703546?accountid=37044>

Women have served in every American Conflict. During the Civil War, women dressed like men to serve because women could not fight in the war. During World War I, women were allowed to join the WAVES which was a part of the Navy for women. The women did secretarial and clerical work. After World War I ended most of the women were discharged from the WAVES. There were only a few women left in the WAVES because the need for women went down. More women joined in the height of World War II. The first female officer was Lt. Cmdr. Mildred Helen McAfee. McAfee helped the WAVES grow from 27,000 to over 48,000 women. At the end of World War II the women were discharged like they were after World War I. On June 12, 1948 women had a permanent spot in the Navy because the Women's Armed Forces Act was signed.

Pentagon lifting ban on women serving in combat. (2013, Mar 06). *Chicago Citizen*. Retrieved from <http://search.proquest.com/docview/1322657421?accountid=37044>

The ban of women in combat was lifted in January of 2016. Women currently make up 14% of the U.S. Military. Before the ban was lifted women work in de facto combat positions such as

operating turret gunner, flying combat air craft, and mine disarmament. The most common argument was that women are not strong enough to serve in a combat role. In a study performed by the U.S. Army, women performed at 75% percent of tasks that were traditionally male tasks. Another common objection is that women are a distraction to the men serving in combat. A study performed by the R.A.N.D. Corporation women actually reduce stress, reduce discipline problems and raise the level of personal hygiene.

President Obama signs bill awarding congressional gold medal to women air force service pilots. (2009, Jul). *Westside Gazette*. Retrieved from <http://search.proquest.com/docview/369126236?accountid=37044>

The WASP was female pilots during World War II. These women were the first women to fly American military planes. Their purpose was to relieve men from having to fly non-combat missions during World War II. From 1942 to 1943, the WASP gained over one thousand women. Thirty-eight of the WASPS died during their missions. WASPS did not get veteran status or any recognition at all. These women paved the way for all female combat pilots in the U.S. Armed Forces.

Report Details Extra Problems Women Face in Military Careers (2009, October 16). *CNN* Retrieved from <http://www.cnn.com/2009/LIVING/worklife/10/16/challenge.women.military/>

Women in the military face more problems than men in the military. Some of the challenges include balancing work and family, high rates of sexual assault, inadequate female healthcare and less opportunities for advancement. 62% of mothers would work part time if they could. The most common reason for women leaving the military is motherhood. Women have also raised a concern about the lack of accessibility to feminine hygiene products and gender specific prescriptions. Sexual assault is another concern women have with being deployed. 15% of females who have served in Iraq or Afghanistan have tested positive for military sexual trauma. Women have to worry about a lot more things that men do not have to worry about.

Ross, C., & Donnelly, E. (2011, Jan 10). Should women be allowed in combat? *New York Times Upfront*, 143, 30.

In 1980, Jimmy Carter reinstated the mandatory registration of men for the selective service. Women were not allowed to sign up for the selective service. Women could voluntarily sign up for the military but were not forced like the men in previous drafts. Carter wanted to make it

mandatory for women to register for the draft but no one else supported his idea. Ronald Reagan thought that draft destroys the values of our society that the military defends. Since the Persian Gulf War women have not been able to be in combat unless they were assigned to combat aviation or front line engineering. Women have been fighting in combat in other countries like Canada. Women can train and work out to obtain the necessary level of strength. Some people see think the attitude that women are not strong enough is outdated. On the other hand some people feel that it is not fair to put small women in combat because of their size. Some women have up to 50% less upper body strength. This might be challenging when the soldiers have to carry heavy equipment.

Schneider, E. (July 11, 2014). A Four-Star Admiral Makes History for the Navy. Retrieved from http://www.nytimes.com/2014/07/12/us/12admiral.html?_r=0

Admiral Michelle Howard is the first African-American Female to be a 4 star Admiral in the history of the Navy. She is the highest ranking African-American woman in the military. Women were not even allowed to be promoted to General or Admiral until 1967. In 2009, Admiral Howard was part of the Somalia Pirate Incident that was later produced in the movie “Captain Phillips”. Admiral Howard is currently the second highest ranking person in the U.S. Navy.

Seck, H. (2016, June 16). *Bill Requiring Women to Register for the Draft Passes Senate*. Retrieved from <http://www.military.com/daily-news/2016/06/16/bill-requiring-women-to-register-for-the-draft-passes-senate.html?comp=7000023435630&rank=1>

The current law requires men between the age of 18 and 25. The new bill was included in the 2017 National Defense Authorization Act. The new bill requires women who turn 18 on or after January 1, 2018. Before the bill was brought to the senate a group of military leaders including, Army Chief of Staff General Mark Milley, Marine Corps Commandant General Robert Neller and Navy Secretary Ray Mabus sat down together to talk about the bill. The leaders agreed that it was necessary due to the recent changes in job assignment.

Standish, R. A. (2006). *Moving beyond G.I. Jane: Women and the U.S. Military*. *Choice*, 43(5), 895.

Some men are apprehensive to accept that women can fight in combat now. Traditionally women were seen as not emotionally and physically strong enough to fight in combat. They

have proven their strength and gained the right to fight in combat. Gender prejudice is not a valid reason to keep women out of combat.

Thompson, M. (2015, August 20). America: *Meet Your First Female Rangers*. Retrieved from <http://time.com/4005578/female-army-rangers/>

The first female Army Rangers were introduced in August of 2015. This came after years of doubts over sending weak and vulnerable women into combat. These women are First Lieutenant Kirsten Griest and Captain Shaye Haver. These women showed a can do attitude throughout this rigorous training course. 8 soldiers of the 96 soldiers graduated from the Ranger Training. At the press conference Lt. Griest talked about women having the same ability to complete the mission that men have. The male Rangers had no complaints or objections to Lt. Griest and Capt. Haver graduating from Ranger training because they went through the same tasks and missions. These women were not allowed to serve in combat until the ban was lifted by the Government. Lt. Griest and Capt. Haver graduated from the United States Military Academy at West Point. Some people still have their concerns that women will weaken the unit cohesion in combat and erode mission capabilities.

Vaught, W. L. (1996, Mar 06). Women defenders: African American females have played a significant roles throughout history in the U.S. military service. *Sacramento Observer*. Retrieved from <http://search.proquest.com/docview/367500950?accountid=37044>

The roles of minority women have been overlooked for quite some time. A memorial was dedicated to African American women in 1995 during Black History Month. Phyllis Wheatley was a slave during the Revolutionary War Era. She learned how to read and right and became an important propagandist during the Revolutionary War. Over 380,000 African American men served in the Civil War. Women traveled with the militias and served as cooks and nurses. Susie King Taylor was a freed slave who taught soldiers how to read and write. She also organized Boston's branch of Women's Relief Corps in 1886. Harriet Tubman worked as a spy for the Union. She did not receive a pension for her service. The Red Cross rejected black nurses until 1919. The women were housed in separately from the white women but worked in an integrated environment. The WAVES did not accept African American women until 1945. The military said that African American women could not treat white soldiers. African American women were eligible to serve in the Services in June of 1948.

Women and Leadership: Public Says Women Are Qualified, but Barriers Still Exist. (2015, Jan 15). Retrieved from <http://www.pewsocialtrends.org/2015/01/14/women-and-leadership/>

A survey from Pew Research Center says most Americans find women indistinguishable from men. A major setback to a women's career in a leadership position includes motherhood. In the survey results, women are better at compromising, honesty and ethnics, and standing up for their

beliefs. Men are better at taking risks and compromising deals. In 2013 women reached a record of 104 women in Congress. Women working in managerial positions have increased from 31% in 1968 to 52% in 2013.

Women in U.S. military combat roles. (2013, Jan 27). *La Prensa*. Retrieved from <http://search.proquest.com/docview/1288109625?accountid=37044>

The defense secretary Leon Panetta announced that women would be allowed to serve in combat in 2013. Some people thought it would complicate the core mission. Others feel that tradition is being attacked by this change. The U.S. is one of the nine countries that allow women to fight in combat. Australia opened combat roles to women just before the U.S. made this announcement. Canada opened the combat roles for women in 1989. Norway was the first NATO country to open combat to women.

5 Shockingly Outdated Problems Women in the Military Face. (2014, January 12). Retrieved from <http://www.cracked.com/personal-experiences-1244-5-shockingly-outdated-problems-women-in-military-face.html>

Women are constantly faced with different challenges during their time in the military. These challenges include being seen as potential dates rather than soldiers, combat equipment that does not fit properly, military doctors are not as experienced with women, and recruiters make promises with women that cannot be kept. Women are often told by their supervisors to do sexual actions to get a better score on an inspection. Another issue women face is the combat equipment is made for men and cannot be customized to a woman's body. When females are being recruited they are promised different things by the recruiter that does not happen. Recruiters do not have keep any of the promises they make.