



# WOMEN'S HISTORY MONTH 2000



An  
Extraordinary  
Century for  
Women-Now,  
Imagine the  
Future



**Cover photographs courtesy of the Defense Visual Information Center and the U.S. Coast Guard.**

Top left: A U.S. Army signal intelligence specialist sights in an antenna during field exercises.

Top right: Pictured is a U.S. Air Force crew chief with the 50<sup>th</sup> Aircraft Generation Squadron.

Center: Portrait of a U.S. Coast Guard petty officer 3<sup>rd</sup> class aboard the CGC Washington (WPB1331).

Bottom left: A U.S. Marine recruit waits to fire an M-16A2 rifle during basic training at the Marine Corps Recruit Depot.

Bottom right: A U.S. Navy plane captain wears safety goggles and headphones while working the flight line.

## PREFACE

The theme for Women's History Month 2000 is, "An Extraordinary Century for Women – Now, Imagine the Future." In commemoration of the observance, this publication considers many of the contributions made by military women in the past century. From World War I to the end of the century, women played an ever-increasing role in the U.S. military. Although great strides have been made, women continue to face obstacles. This publication addresses both the triumphs and challenges for women in the uniformed services. These gains made by military women in the past 100 years should provide a foundation for addressing the challenges of the new century. We can only imagine the future.

This report consists of excerpts from several DEOMI publications. Included are, *Women in the Military* by Mrs. Pamala Prewitt, and soon to be published pamphlet, *Review of Data on Women* by cadets Jason McCullugh and Albert Weinnig, U.S. Military Academy, and *Women in the Military*, a lesson plan designed for the resident courses at DEOMI.

Woman's History Month first began as a weeklong celebration in 1978. In 1981, Senator Orrin Hatch (R-UT) and Representative Barbara Mikulski (D-MD) co-sponsored the first Joint Congressional Resolution to support a national observance of the week. Since then, the celebration has been extended to the entire month of March. For more background information concerning Women's History Month, please see Attachment 1.

February 2000

**The opinions expressed in this report are those of the author and should not be construed to represent the official position of the Defense Equal Opportunity Management Institute, the military services, or the Department of Defense**

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# Women in the Military this Past Century

## INTRODUCTION

Women have served their country in various capacities since its founding. Prior to this century, there were those who assisted the United States military as camp followers by cooking, sewing, and washing clothes for their husbands, sons, and brothers. Others provided medical assistance as nurses. A few even fought alongside their male counterparts by disguising their gender. It was not until the beginning of this century, however, women were given the opportunity to officially serve in uniform. From World War I to the Vietnam conflict, the percentage of women in the military remained constant (generally less than 2%). However, in the 1970s the percentage of women dramatically increased. Today, more than 14 percent of the military services consist of women. For more information see Attachment 2.

## WORLD WAR I

Women contributed to the United States military in more traditional ways in World War I. According to Carl and Dorothy Schneider, it was the first war in which women “officially and openly served in the Navy, the Marine Corps, and the Army Signal Corps.” (15:83) Most participants served in clerical positions or as nurses.

For the first time, 25,000 women, including 15,000 civilians participated in a war on foreign soil. (15:83) By the end of the war, the Army Nurse Corps had grown from 400 to 20,000 and the Navy Nurse Corps had expanded from 400 to 1,400. The total female population of the Army and Navy Nurse Corps, the Navy, the Marine Corps and the Coast Guard totaled 34,000 by the end of the war. (10:10)

The following are interesting facts related to women and World War I:

- Secretary of the Navy, Josephus Daniels, seeing the need for additional manpower so men assigned ashore could be released to ships, sought women in the Naval Reserve. (10:10)
- In 1917, the Navy Department authorized women to join its reserves as yeomen (administration) and electricians (radio). The Marine Corps followed a year later. (10:10)
- The Army did not enlist women during the war. (10:10)
- After World War I ended, enlisted women in the Navy, Marine Corps, and Coast Guard were demobilized. The wording in the 1916 Naval Reserve Act which allowed the Navy to enlist women was changed back to “male citizens” in 1925. (10:17)

## WORLD WAR II

Women in World War II followed the tradition of women in the previous war. For example, many served as nurses. At the time of the Pearl Harbor bombing, 5,433 women were serving in the Army Nurse Corps while 823 were in the Navy Nurse Corps. By the war's end, the numbers increased to 54,291 for the Army and 11,086 for the Navy. (12:12) However, unlike World War I, these women served in large numbers. Also some entered nontraditional career fields, which were previously open only to men. Hoyt reports that in addition to "file clerks, office workers, cooks, and bakers; they also worked as auto mechanics, truck drivers, and pilots, radio operators and cryptographers." As a result of their services, more men were able to serve in combat. This was the primary purpose of recruiting women. (8:xvi-xvii)

Despite the prohibition against women serving in designated combat zones, the lines of combat and non-combat areas were blurred for some of the women. The Women's Army Corps (WACs) following the armies into enemy territories throughout Western Europe and into Germany, found themselves endangered by snipers and enemy bombings. Red Cross women encountered these same threats. Army nurses in Manila worked through Japanese bombings and some became prisoners of war (POW) for the remainder of the war. (8:xix)

One most notable group of women who served in nontraditional roles in World War II was the Women Airforce Service Pilots (WASP). Risking their lives by flying in all kinds of weather and at times in planes with mechanical problems, these women flew every type of newly-manufactured aircraft to various airbases in the United States with some of them losing their lives in the line of duty. Gruhitz-Hoyt reports that the WASP units were treated better than women in many other positions since women pilots had often logged more hours than the men with whom they worked. (8:xvi, xix)

Facts related to women in World War II include:

- Captain Annie Fox received the first Purple Heart awarded to a nurse for her service during the attack at Pearl Harbor. (3:82)
- The WAAC (Women's Army Auxiliary Corps) bill was passed on May 15, 1942. (10:27) However, it did not authorize equal pay, entitlements for dependents, or military rank. (29:21-27)
- On July 30, 1942, the Navy's bill authorizing establishment of the Navy Women's Reserve passed. The acronym WAVES (Women Accepted for Volunteer Emergency Service) was accepted. (10:27)
- The Coast Guard followed suit four months later, establishing the Coast Guard Women's Reserve, using the acronym SPAR, derived from the Coast Guard motto, "Semper Paratus-Always Ready." (10:27)

- In 1944, both men and women were assigned to the same ship for the first time. The U.S. Navy hospital ship *Sanctuary* had two women officers and 60 enlisted women aboard. (3:86)
- Black women were admitted into the WAVES in 1944. (11:86)
- In September 1944, the first Women's Army Corps (WAC) Legion of Merit was awarded to Lieutenant Colonel Westram B. Bryre for her outstanding service in South Africa. (3:86)
- In December 1944, the Distinguished Flying Cross was presented posthumously to Lieutenant Aleda E. Lutz of the Army Nurse Corps. (3:86)
- Also in 1944, Lieutenant Cordelia Cook, an Army nurse, received the first Bronze Star presented to a woman. (3:87)
- Eleven Navy and 66 Army nurses were held prisoners of war in Santo Romas Prison in the Philippines for thirty-seven months. (10:91)
- Army nurses served in Africa, Italy, Normandy, England, and the Pacific. Navy nurses were on 12 hospital ships, and served in Alaska, Australia, the Pacific, Africa, England, Italy, and other places throughout the world. (10:92)
- In total, by the end of the war, 350,000 women had served in the military. (10:98)

## POST WORLD WAR II

At a subcommittee hearing in February 1948 on the Women's Integration Act (S.1641), General Dwight D. Eisenhower; General Omar Bradley, the Army Chief of Staff; General Hoyt Vandenberg, Vice Chief of Staff of the Air Force; Secretary of Defense James Forrestal, a Navy flier in World War II; along with Colonel Mary A. Hallaren, the Women's Army Corps senior officer; all spoke in favor of giving women full status in the military. (19:154, 160)

Secretary of Defense Forrestal stated,

No business, no governmental organization, and especially no military force, can accomplish its objectives where individuals working side by side, doing identical work with equal degrees of responsibility, are classified as to status.... Women in the services have proved their value and their capacity. They should be given equal rights with male enlistees and male officers... If we are going to use women in the armed forces, we should go the whole way and give them identical status and benefits as men. (19:160-161)

Forrestal added that women even exceeded the proficiency levels of men in some jobs, e.g., aerial photo reconnaissance. (19:161)

General Eisenhower knew women were successful in non-traditional jobs and presented strong support for women, even though he did not provide evidence of a experiment he had asked General George Marshall to conduct during the war. At the beginning of the war, General Eisenhower learned that British women had done well in anti-aircraft units against the Luftwaffe and wanted to test the abilities of American female reservists in these types of units. (19:158-159)

As part of a the top secret project, women filled over half of the positions in two anti-aircraft batteries, even though they were neither trained on nor allowed to fire the weapons. The results of the study showed that units with a 50-50 gender mix outperformed male-only units and were highly cohesive. (19:159)

The testimony of these senior military officers who favored allowing women to serve in the military was challenged by some conservative members of Congress lead by Carl Vinson of Georgia. According to Zimmerman, the debate could be reduced to:

...ignorance and experience, a pattern seen down to the present day, in the tug of women at war. Those military professionals who had served alongside women were in favor of being able to continue to do so, while civilians on the subcommittee questioned the whole idea. (19:161)

Confronted with the support from the military, Carl Vinson softened his position and proposed an amendment that would keep women on shore. He said, "Just fix it so they cannot go to sea at all." The committee also limited the number of women who could serve to two percent and capped their rank to 0-6. (19:161)

Additional facts concerning women in the military during the post WWII era include:

- The Army-Navy Nurses Act (P.L. 36-80C) was enacted in April 1947. This Act provided for integration of female nurses into officer ranks of the regular Army and Navy up to the rank of lieutenant colonel/commander ( less one colonel/captain position for the Service's women director). (10:108)
- Although the Women's Armed Services Act of 1948 authorized a permanent place in the Services for women, it also established a two percent ceiling on each Service's end strength for women. The Act also allowed for discharge of service women as deemed appropriate by each Service. Women were therefore discharged if they became pregnant or had any dependent children. (10:125)
- On April 27, 1951, Executive Order 10240 was issued to make official the service discharge provisions. (10:125)



- In 1951, Secretary of Defense George Marshall became concerned about the Services' inability to recruit women and formed a committee of fifty prominent women. Called the Defense Advisory Committee on Women in the Services (DACOWITS), the committee's members were tasked to:
  - Inform the public of recruiting needs.
  - Reassure parents as to the supervision of young women in the military.
  - Tell young women of the career opportunities in the Service.
  - Raise the prestige of military women in the public mind. (10:150-151)

## **RECENT ADVANCES OF MILITARY WOMEN**

The 1960s was a period of major social change for women. There were numerous factors that had an impact on the full integration of women in the military. These included the Equal Rights Amendment (ERA) debate, the growing feminist movement and litigation, the ending of the draft, and the resulting inception of the All-Volunteer force. (18:5)

In 1967, Public Law 90-130 lifted the two percent cap on women and related restrictions on promotions were lifted. Service Secretaries now had the option of setting upper limits and within four years the first woman was promoted to Brigadier General. (18:5)

In the 1970s, women's roles in the military continued to expand. From 1973 to 1976, all the services trained women as noncombat pilots. In 1974, the first female helicopter pilot was flying in the Army. In 1976, women were admitted to the military academies. By 1979, the first woman in charge of a military vessel (cutter) was a Coast Guard officer. In 1989, the first woman to complete the Air Force Test Pilot School was assigned to an Air National Guard unit. The first woman Army battalion commander of an aviation unit received her position in 1991. (8:xvii-xviii)

Congress eliminated the combat exclusion law in 1993. (8:xviii) With the repeal of this law, the then Secretary of Defense, Les Aspin directed the military services to initiate the training of women for these positions. In 1994, additional "group-combat jobs" were open to women when the Pentagon eliminated the "risk rule" that had identified jobs too dangerous for women. Currently, women are prevented from serving in units directly engaging the enemy in ground combat and areas with a high potential for direct engagement with the enemy. (8:xviii)

Specific Service restrictions also exist. These occur when:

- the Service Secretaries attest that the costs of appropriate berthing and privacy arrangements are prohibitive

- units and positions are doctrinally required to collocate and remain with direct ground combat units
- units are engaged in long range reconnaissance operations and Special Operations Forces missions
- job related physical requirements would necessarily exclude the vast majority of women service members (18:6)

Recent facts about women in the military:

- In 1970 U.S. Army Colonels Elizabeth P. Hoisington and Anne Mae Hays became the first women in military history to reach the rank of brigadier general. (3:142)
- Approximately 5,000 to 6,000 women served in Vietnam. By far the majority were Army, Air Force, and Navy nurses. (10:228)
- In 1971 Jeanne M. Holm was appointed to the rank of brigadier general in the U.S. Air Force, the first woman to hold this rank in the Air Force. (3:148)
- In 1972:
  - The Women's Army Corps announced plans to increase its 13,320 WAC force to 24,000 by June 1978. (3:154)
  - The Navy announced plans for women to be assigned to general overseas duty assignments. (3:155)
  - The Coast Guard started accepting women as officer candidates for the first time since WWII. (3:157)
  - Alene B. Durerk, Director of the Navy Nurse Corps, was appointed as the first United States woman admiral. (3:153)
- In 1973:
  - Captain Lorraine Potter, an American Baptist minister, became the first U.S. Air Force female chaplain. (3:164)
  - Six Navy women became the first women to be designated naval aviators. (10:317)
- In 1974:
  - Jill Brown became the first Black woman pilot in the military when she qualified as a Navy pilot. (3:174)

- Lt. Sally Murphy became the first female helicopter pilot in the Army. (10:319)
- In 1975:
  - The Army reported that all women joining the Army would be qualified with an M-16 rifle. (3:174)
  - DoD reversed its pregnancy policy and women could elect to stay. (10:300)
  - Congress passed a bill that allowed women to enter the Service's military academies. (3:175)
- In 1976:
  - The Air Force selected 26 women to attend the 49-week undergraduate pilot training program. (10:321)
  - Military academies held their first co-educational classes. (10:310-311)
- In 1977:
  - The Coast Guard assigned women to ships. (3:186) The Navy followed suit, placing women on noncombatant ships in 1978. (13:17)
  - The Air Force approved the assignment of women to launch crews of the Titan 2 intercontinental ballistic missiles housed in underground silos. (3:187)
  - Twenty-two women Marine Corps officers began combat training in Quantico, VA. (3:185)
- In 1979 U.S. Coast Guard Lieutenant Ingalls Moritz assumed command of the *USS Cape Current*. (3:198)
- In 1980:
  - The military academies graduated 212 women, 60 from the Military Academy, 55 from the Naval Academy, and 97 from the Air Force Academy. (3:203)
  - A U.S. Navy Officer was court-martialled for sexual harassment after four women sailors on the *USS Norton Sound* filed a formal complaint. (3:203)
- In 1983 female Army pilots flew night missions in Granada checking for snipers. (10:404)
- In 1989:

- During Operation Just Cause (Panama), Captain Linda L. Bray led 30 soldiers to take control of a kennel for Panamanian Defense Forces attack dogs. What was thought to be a routine mission became a three-hour infantry firefight. The mission was a success. (10:434-435)
- In the Panama Operation, three female Army helicopter pilots were nominated for Air Medals, two with the “V” for valor. (10:435)
- Cadet Kristin Baker was the first female selected as the First Captain for the Corps of Cadets at the U.S. Military Academy. This is the highest position held by a cadet in the Corps. (11:9)
- In 1991:
  - Lieutenant Paula Coughlin, USN, frustrated by the lack of action by her chain of command, went public charging that sexual harassment and assault occurred at the 1991 Tailhook Convention. (4:270)
  - According to the Defense Manpower Data Center, over 1,000 women participated in U.S. military operations in Somalia between 1992 and 1994. (1)
- In 1993 (11 November) the nation’s first women’s war memorial was dedicated, recognizing the women who served in Vietnam. (2:81-88)
- In 1994:
  - The *USS Eisenhower*, a Navy combat aircraft carrier, received its first 60 women. (16:A-7)
  - In July, Lieutenant Kara Hultgreen was the first woman assigned to fly an F-14 fighter jet for the U.S. Navy. She was killed on October 25, 1994 during a failed landing on an aircraft carrier. (6:309)
  - The Air Force announced on February 14 that First Lieutenant Jeannie Flynn would be the first female fighter pilot. (6:310)
  - Lieutenant Shannon Workman became the first woman to qualify as a combat-ready naval pilot. (17:319)
- In 1995:
  - Over 1,200 women were deployed to Haiti for peacekeeping duties. (1)
  - Cadet Rebecca Marier of New Orleans was the first woman to graduate first in her class from the U.S. Military Academy. (17:7A)

- In 1996 Sergeant Heather Johnson became the first woman to stand watch at the Tomb of the Unknown Soldier in Arlington National Cemetery, Washington, D.C. (6:315)
- In 1997 Lieutenant Maureen K. LeBouf was named the U.S. Military Academy's first woman "Master of the Sword," the top physical fitness director for the school. (14:6)
- In 1998:
  - Five women were given command of combatant ships. This was the first time any female officer was named the skipper of a naval war ship. The five officers were: Captain Deborah A. Loewer, Commander Maureen Farren, Commander Ann O'Connor, Commander Michelle Howard, Commander Kathleen McGrath, and Commander Grace Mehl. (7:3)
  - Lieutenant Kendra Williams was the first of a group of female pilots who participated in Operation Desert Fox. She flew an F/A-18 fighter attack aircraft as part of air strikes launched from an aircraft carrier, and was the first woman to fire missiles and drop bombs in combat. (5:5B)

## **GENDER ISSUES THAT IMPACT ON FULL INTEGRATION**

### **Army**

In 1993, the career fields and occupations that opened for women were warrant officer career fields (4) and enlisted occupations (3). No new career fields opened for officers. Today, women can serve in 97 percent of the officer career fields and 83 percent of the enlisted specialties. (18:12) These percentages are due to the fact that 30 percent of the Army's positions are in the combat arms. (18:12) Army positions, which remain closed to women, are included in Table 1.

### **Navy**

Women were first assigned to combat aviation squadrons in 1993 and to combatant ships in 1994. The change was dramatic for women as combatant ships constitute 66 percent of the fleet, and many perceive the tactical employment experience gained from duty on combatant ships to be crucial to a successful career. These changes eliminated the *shore only* career path previously available to women. The Navy continues to keep submarines and small ships (mine countermeasure, mine hunting craft, and patrol craft) closed because of berthing and privacy issues. The other assignments that remain closed include Special Warfare Forces who engage in direct ground combat or support such operations. (18:17) Navy positions that remained closed to women are included in Table 2.

## **Air Force**

At the time the combat aircraft restrictions were lifted in 1993, 97.3 percent of the Air Force's 472,484 positions were already open to women. (18:10) Fighter, bomber, and special operations aircraft made up the majority of the remaining closed positions. Today, 99.7 percent of Air Force positions are open to women. (13.8) Unlike the other Services, the transition for the Air Force was simpler since the vast majority of positions were already open to women and there were minimal requirements for aircraft and equipment modifications. (18:10) Air Force positions that remain closed or restricted to women are included in Table 3.

## **Marine Corps**

When combat aircraft were opened to women in 1993, the "risk rule" was rescinded in 1994, and the combat vessel exclusion law was repealed, opportunities for women expanded. These changes resulted in the opening of 93 percent of Marine Corps officer and enlisted occupations to women. However, this represents only 62 percent of the Marine Corps billets actually open to women. Of the remaining 38 percent of positions available to women, all are closed because of combat restrictions. The majority of the new positions (43,000) resulted from the change in the law permitting women to deploy aboard combatant ships. (18:21) Marine Corps positions that continue to remain closed to women are included in Table 4.

## **Coast Guard**

In 1977, without any direction from Congress, the Coast Guard selected two cutters (*USCGC Morgenthau* and *Gallantin*) to operate with women assigned as permanent crewmembers. The success of this integration, was a factor in the removal of all gender assignment restrictions in 1978. Throughout the 1980s, the Coast Guard continued to integrate women. Today, the Coast Guard is the only service that has removed the legal institutional practice of discrimination based on gender. (18:23)

Despite the increases in the number of positions open to women in the services, women are currently limited in their services in the following ways:

- Some entire units, occupations, and skills are closed because they are direct ground combat units or collocate with such units.
- In both traditional and nontraditional occupations that are open to women, some are assigned on a restricted basis. Some occupations are open, but women can only be assigned at certain organizational levels.
- Positions may be officially open to women, but indirectly closed because an unknown number of positions are coded to be filled by someone from an occupation that excluded women.

- The decisions of some commanders result in an informal limitation of opportunities for women. This final limitation is not recorded in any type of organizational database because it is not formally sanctioned and thus not tracked by the Service. (18:26)

**The following tables identify career fields that continue to remain closed to women:**

**Table 1  
U.S. Army**

**Army Officer Career Fields That Remain Closed**

	Career Fields	Justification
Officers (7 of 221)	11A Infantry	1
	12A Armor, General	1
	12B Armor	1
	12C Cavalry	1
	13E Cannon Field Artillery	2
	14B Short Range Air Defense Artillery	2
	18A Special Forces	1
Warrant Officers (3 of 67)	140B SHORAD Systems Technician	2
	152C OH-6 Scout Pilot	3
	180A Special Forces Technician	1

**Legend**

Justification:

1=Direct Ground Combat

2=Collocation

3=Special Operations

**Army Enlisted Occupations That Remain Closed to Women**

Category	Code	Occupation	Justification
Infantry	11B	Infantryman	1
	11C	Indirect Fire Infantryman	
	11H	Heavy Antiarmor Weapons Infantryman	
	11M	Fighting Vehicle Infantryman	
	11Z	Infantry Senior Sergeant	
Combat Engineering	12B	Combat Engineer	2

	12F	Engineer Tracked-Vehicle Crewman	
Field Artillery	13B	Cannon Crewmember	2
	13C	Automated Fire Support Systems Specialist	
	13E	Cannon Fire Direction Specialist	
	13F	Fire Support Specialist	
Crewmember	13M	Multiple Launch Rocket System (MLRS)	
	13P	MLRS Operations/Fire Direction Specialist	
	13R	Field Artillery Firefinder Radar Operator	
Air Defense Artillery	14J	Air Defense Command, Control, Computers, Communication And Intelligence Tactical Operations Center Enhanced Operator/Maintainer	2
	14R	Bradley Linebacker Crewmember	
	14S	Avenger Crewmember	
	16P	Chaparral Crewmember*	
	16R	Vulcan Crewmember*	
	16S	Manpads Crewmember*	
	24M	Vulcan System Mechanic*	
	24N	Chaparral System Mechanic*	
Special Forces	18B	Special Forces Weapons Sergeant	1
	18C	Special Forces Engineer Sergeant	
	18D	Special Forces Medical Sergeant	
	18E	Special Forces Communication Sergeant	
	18F	Special Forces Assistant Operations and Intelligence Sergeant	
	18Z	Special Forces Senior Sergeant	
Armor	19D	Calvary Scout	1
	19E	Armor Senior Sergeant	
	19K	M48-M60 Armor Crewman	
	19Z	M1 Armor Crewman	
Mechanical Maintenance	45D	Self-Propelled Field Artillery Mechanic	1,2
	45E	M1 Abrams Tank Turret Mechanic	
	45N	M60A1/A3 Tank Turret Mechanic	
	45T	Bradley Fighting Vehicle System Turret Mechanic	
	63D	Self-Propelled Field Artillery System Mechanic	
	63E	M1 Abrams Tank System Mechanic	
	63N	M60A1/A3 Tank System Mechanic	



	63T	Bradley Fighting Vehicle System Mechanic	
Military Intelligence	96R	Ground Surveillance Systems Operator	2

\* Phased out  
Legend

Justification:  
1=Direct Ground Combat  
2=Collocation  
3=Special Operations

**Table 2**  
**U.S. Navy**

**Navy Positions Closed to Women**

Remain Closed to Women	Justification	# Billets
Special Warfare Officer, 113X	1	488
Chief Warrant Officer, 715X	1	69
Submarine Warfare Officer, 112X	4	3,643
Ratings FT, MT, STS	4	6,632
Surface Warfare Officer, 111X Special Boat Units (OIC Combat Billet)	1	60
Special Warfare Combatant Swimmers 532X	1	1,561
UDT/SEAL Candidate, 5301	1	300
Special Warfare Combatant Craft Crewmember, 9533	1	900
Special Operations Independent Duty Corpsman	1	117
Special Operations Technician	1	126
Submarine Force Independent Duty Corpsman	4	322
Support Personnel Assigned to Naval Special Warfare Dev. Group; 6 RMs, 6 ETs, and 12 CMs	2	24
Support Personnel Assigned to Joint Communications Unit; 18 RMs, and 6 Ets	2	24
<b>Total Billets</b>		<b>14,149</b>

**Navy Units and Positions Closed to Women**

Remain Closed to Women	Justification	# Billets
Surface Warfare Officer, 111X	MCM, MHC-4	For 111X, 114X:
Special Operations Officer, 114X	PC-2,4	MCM-84 billets on 14 ships
Surface Engineering Technician, 713X		MHC-15 billet on 3 ships

Officer Billets on MCM/MHC/PC Class Ships		PC-30 billets on 10 ships For 713X: PC-10 billets on 10 ships
SSN/SSBN Direct Support, Cryptologic Officer, 161X	4	20
SSN Direct Support billets, Supply Officer, 310X	4	140
MCM/MHC/PC Ships		
QM, YN, HM, OS, SM, STG, ET		MCM-1,050
RM, BM, MS, GM, SK, EM, IC, EN		MHC-138
HT, DC Ratings	4	PC-240
SSBN/SSN	4	15,042
EM, ET, IC, MM, MS, MT, QM, RM, SK, TM, YN, SN Ratings		
<b>Total Billets</b>		<b>16,769</b>

#### Navy - USMC Support Positions Closed to Women

Remain Closed to Women	Justification	# Billets
Surface Warfare Officer, 111X, ANGLICO	1	38
Chaplain Corps, 410X		
Marine Units Below Regiment Level	1	47
Medial Corps, 2100		
Infantry Regiment and Below	1	35
Medical Corps, 2100 Tank Bn and Below	1	8
Medical Corps, 2100 Assault Amphibian Bn and Below	1	8
Medical Corps, 2100 Light Armored Recon Bn and Below	1	6
Medical Corps, 2100 Combat Support Co, 3 <sup>rd</sup> MAR DIV	1	1
Medical Corps, 2100 DET, H&S Co, 3 <sup>rd</sup> MAR	1	3
Medical Corps, 2100 Artillery and Below	2	15
Medical Corps, 2100 Combat Engineer and Below	2	4
Marine Basic Combat Skills Specialist, RP NEC 2401	2	118
Special Amphibious Reconnaissance Independent Duty Corpsman, HM NEC 8403	1	24
Marine Force Reconnaissance Corpsman, HM NEC 8427	1	65
Medical Field Service Technician	1	4,785
<b>Total</b>		<b>5,153</b>

NOTE: Excerpted from Navy briefing "U. S. Navy Policy on the Assignment of Women," October, 1996.

- 1 = Clearly direct ground combat
- 2 = Units and positions are doctrinally required to collocate and remain with direct ground combat units that are closed to women
- 3 = Units are engaged in long-range reconnaissance operations and Special Operations Force missions
- 4 = The costs of appropriate berthing and privacy arrangements are prohibitive

**Table 3**  
**U.S. Air Force**

**Air Force Positions That Remain Closed or Restricted to Women**

	Status	Justification	# of Positions
<b>Officer</b>			
Combat Control (13DX) Helicopter Pilot for MH-53, MH-60 (115XV)	Closed	4	58
Weather (15WX)	Restricted	1	172
Air Liaison Officer (ALO)	Restricted	2	8
	Restricted	2	115
<b>Enlisted</b>			
Combat Control (1C2X1) Tactical Air command & Control (1C4X1)	Closed	4	433
Pararescue (1T2X1)	Closed	3	835
Flight Engineer/Gunner for MH-53, MH-60 (1A1X1)	Closed	4	339
Weather (1W0X1)	Restricted	1	144
Ground Radio Communications (2E1X3)	Restricted	2	82
Radio Communications Systems (3C1X1)	Restricted	2	31
	Restricted	2	27
<b>Total</b>			<b>2,244</b>

**Legend**

**Justification:**

- 1 = Special Operations Rotary Aircraft
- 2 = Only those assigned to units below brigade level whose primary mission is direct ground combat (as defined by OSD)
- 3 = All these positions are assigned to units whose primary mission is defined as direct ground combat (as defined by OSD)
- 4 = Direct Ground Combat

**Table 4**  
**U.S. Marine Corps**

**Marine Corps Units and Positions That Remain Closed**

Unit or Position	Justification
Force Recon Company	1,3
ANGLICO	1
SCAMP	2
Counter Intel Team	2,3
Interrogation Platoon	2,3

**Legend**

Justification:

1=Clearly direct ground combat

2=Units and positions are doctrinally required to physically collocate and remain with direct ground combat units that are closed to women

3=Units are engaged in long range reconnaissance operations and Special Operations Force missions

4=Repeal of Title 10, Section 6015 (Duty on Combat Vessels/Aircraft Now Open to Women)

5=Does not meet the definition of direct ground combat.

NOTE: Preceding tables are from, “New Opportunities for Military Women: Effects Upon Readiness, Cohesion, and Morale.”

**CONCLUSION**

In World War I women officially served in the military, but only in a restrictive capacity such as nurses. Women participated in larger numbers in World War II due to personnel shortages and positive reports of women serving in other countries’ armed forces. The post World War II period saw no major expansion for the role of women in the military. In the last four decades, however, the number of military occupations available to women had expanded tremendously. Depending upon the Service, women can now perform in 60 to 100 percent of Service occupations.

Will women ever be fully integrated into the Services? The answer to this question is dependent upon continued changes in American stateways and folkways. More legislation, laws, and policies must be enacted to eliminate gender discrimination. Additionally, American culture must accept the norm that women can serve in all Service occupations. We have witnessed some progressive changes in the laws and attitudes during the last 100 years. The past century has been extraordinary for military women. We can only imagine the future.

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## **Attachment 1**

### **Congressional Resolution Designating the Month of March "Women's History Month"**

Whereas American women of every race, class and ethnic background have made historic contributions to the growth and strength of our Nation in countless recorded and unrecorded ways;

Whereas American women have played and continue to play a critical economic, cultural, and social role in every sphere of the life of the Nation by constituting a significant portion of the labor force working inside and outside of the home;

Whereas American women have played a unique role throughout the history of the Nation by providing the majority of the volunteer labor force of the Nation;

Whereas American women were particularly important in the establishment of early charitable, philanthropic, and cultural institutions in our Nation;

Whereas American women of every race, class, and ethnic background served as early leaders in the forefront of every major progressive social change movement;

Whereas American women have been leaders, not only in securing their own rights of suffrage and equal opportunity, but also in the abolitionist movement, the emancipation movement, the industrial labor movement, the civil rights movement, and other movements, especially the peace movement, which create a more fair and just society for all; and

Whereas despite these contributions, the role of American women in history has been consistently overlooked and undervalued, in the literature, teaching and study of American History;

Now, therefore, be it resolved by the Senate and House of Representatives of the United States of America in Congress assembled, that March is designated as "Women's History Month." The President is authorized and requested to issue a proclamation for each of these months, calling upon the people of the United States to observe those months with appropriate programs, ceremonies and activities.

## **The Story of National Women's History Month**

### **The Beginning**

As recently as the 1970's, women's history was virtually an unknown topic in the K-12 curriculum or in general public consciousness. To address this situation, the Education Task Force of the Sonoma County (California) Commission on the Status of Women initiated a

"Women's History Week" celebration for 1978. We chose the week of March 8 to make International Women's Day the focal point of the observance. The activities that were held met with enthusiastic response, and within a few years dozens of schools planned special programs for Women's History Week, over one-hundred community women participated in the Community Resource Women Project, an annual "Real Woman" Essay Contest drew hundreds of entries, and we were staging a marvelous annual parade and program in downtown Santa Rosa, California.

### **Local Celebrations**

In 1979, a member of our groups was invited to participate in Women's History Institutes at Sarah Lawrence College, attended by the national leaders of organizations for women and girls. When they learned about our county-wide Women's History Week celebration, they decided to initiate similar celebrations within their own organizations and school districts. They also agreed to support our efforts to secure a Congressional Resolution declaring a "National Women's History Week." Together we succeeded! In 1981, Sen. Orrin Hatch (R-UT) and Rep. Barbara Mikulski (D-MD) co-sponsored the first Joint Congressional Resolution.

### **Overwhelming Response**

As word spread rapidly across the nation, state departments of education encouraged celebrations of National Women's History Week as an effective means to achieving equity goals within classrooms. Maryland, Pennsylvania, New York, Oregon, Alaska, and other states developed and distributed curriculum materials to all of their public schools. Organizations sponsored essay contests and other special programs in their local areas. Within a few years, thousands of schools and communities were celebrating National Women's History Week, supported and encouraged by resolutions from governors, city councils, school boards, and the U.S. Congress.

### **The Entire Month of March**

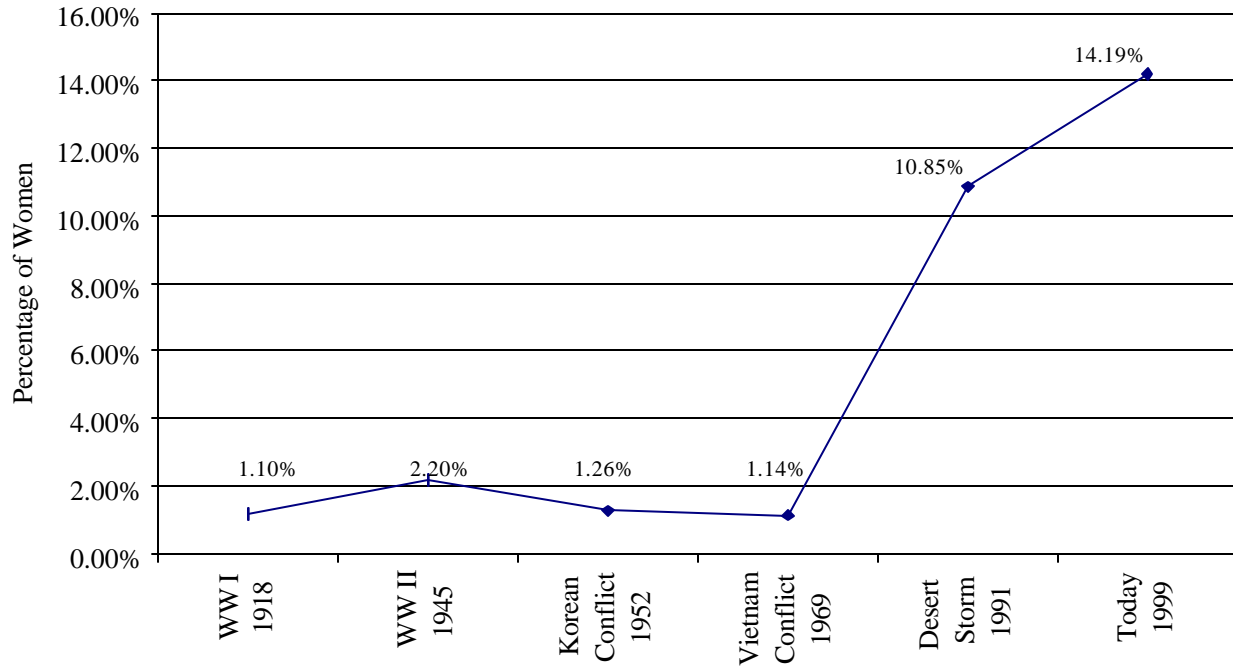
In 1987, the National Women's History Project petitioned Congress to expand the national celebration to the entire month of March. Since then, the National Women's History Month Resolution has been approved with bipartisan support in both the House and Senate. Each year, programs and activities in schools, workplaces, and communities have become more extensive as information and program ideas have been developed and shared.

Source: <http://www.nwhp.org/month.html#congres>



Attachment 2

# Women in the Military



Note: Prior to 1968 there was a 2% ceiling on women in the military. Numbers vary slightly based on incomplete or inaccurate data.

Sources:

Department of Defense OSAD (Comptroller) Directorate for Information Operations, May 31, 1974, P25.6.

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