



ARMY WOMEN'S FOUNDATION
EIGHTH ANNUAL SUMMIT
MARCH 15, 2016
U.S. CAPITOL VISITORS CENTER
TACTICAL TOOLS FOR SUCCESS: HEALTH, HIRING, AND HOUSING

Executive Summary

Each year in March, during Women's History Month, the Army Women's Foundation gathers thought leaders, subject matter experts, soldiers and veterans to Capitol Hill to discuss topics that are important to women military members and veterans. The 8th Annual Summit: *Tactical Tools for Success: Health, Hiring, and Housing*, provided up-to-date and practical information for Army women around these three themes.

All three panels were introduced by Brigadier General Gary Profit, USA, Ret. and each was moderated by an expert in that specific field.

Health: The panelists were in agreement, citing various studies and reports, that women have a demonstrated value to the Army, that their in-service, as well as post service, healthcare needs are different from men, and that more study is required, some currently underway, to address the needs of Army women. Col. Elspeth Cameron Ritchie, USA, Ret., noted that inadequate attention to reproductive health is driving attrition. She also identified an emergence of deployment and mental health issues affecting women soldiers. Col. Deydre Teyhen presented considerable data on Army women and musculoskeletal injuries, dispelling prevailing myths about the injuries, as well as the requirements for soldiering and leadership. Col. Lucretia McClenney, USA, Ret., informed the attendees of VA efforts to meet recognized inadequacies in care provided specifically to female service members. According to Cathleen Wiblemo, on the staff of the House Committee on Veteran's Affairs, Congress knows there are issues which require legislative attention, such as the length of neo-natal care, and differing needs of women, and she urged that there be more research on gender differences.

Hiring: Experts discussed a range of programs offered by corporations and the trades industries to recruit and hire military veterans for white, pink and blue-collar jobs. Helmets to Hardhats' Lisa Ford noted that the labor industry wants to increase the number of women in construction jobs, which provide a much faster placement rate for women veterans. Large corporations, such as Walmart and Prudential, have programs to hire veterans because they view veterans as a talent pool that adds value, according to BG Profit and Prudential's Jim Beamesderfer, retired Army captain. There was agreement, too, that companies work to accommodate disabled veterans through various ways, from adaptive technology to remote work. Lt. Col. Teresa Gerton, USA, Ret., noted that the Department of Labor offers services through the Job Accommodation Network and works with the Veteran Service Organizations to help ensure the needs of disabled veterans are being met. Also represented on the Hiring

panel was a program established by The Northern Virginia Technology Council, which represented thousands of companies in the Washington, D.C. Metro area to attract military persons with needed skills after their military service. Panelists urged service women and men to carefully assess their skills in civilian, not military terms.

Housing: Professor Stephen Fuller identified housing as being more than shelter. He offered affordability, location in relation to one's social and job needs, sustainability, and quality of the shelter all as a matter to be considered. Panel members Maj. Gen. Timothy McHale, USA, Ret., and Navy veteran Kimberly Mitchell, President of Easter Seals Dixon Center, explained how such an approach was essential in their work with veterans. Maj. Gen. McHale detailed how "Homes for Our Troops" did not just provide specially adapted homes for severely injured veterans, they work with the surrounding community and the veteran they are housing to ensure the financial, social and practical viability of the home they are providing the veteran. Similarly, the Dixon Center seeks to inform and assist veterans in obtaining all the community resources that can help in establishing a home following service, at the same time creating programs for the people and organizations who work to help.

Conclusion: There was a great deal of practical insights and information offered by each of the panels. More detailed information on resources identified in these areas, including useful links, can be explored at www.AWFDN.org.

Sincerely,



Anne Macdonald
Brigadier General, USA (Ret)
President



Peggy Trossen
Executive Director

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Appendix

The Army Women's Foundation is grateful to its Summit participants for sharing their time and knowledge with U.S. Army soldiers, veterans and supporters.

PARTICIPANTS:

HEALTH PANEL

Moderator: **Col. Alice Demarais, USA, Ret.**, Army Nurse Corps; <https://e-anca.org/>
Col. Lucretia McClenney, USA, Ret., R.N., MSN; Commissioner, VA Commission on Care; <https://commissiononcare.sites.usa.gov/>
Col. Elspeth Ritchie, USA, Ret., MD, MPH; Chief, Community Based Outpatient Clinics – Mental Health, Washington, D.C. VA.; <http://dbh.dc.gov/>
Col. Deydre Teyhen, USA, Assistant Chief of Staff, Public Health, and Director, System for Health & Performance Triad, Office of the Surgeon General, U.S. Army; <http://armymedicine.mil/Pages/performance-triad.aspx>
Cathleen Wiblemo, Democratic Staff Director, Subcommittee on Health, Committee on Veterans Affairs, U.S. House of Representatives; <https://veterans.house.gov/Subcommittee%20on%20Health>

HIRING PANEL

Moderator: **Brig. Gen. Gary Profit, USA, Ret.**; Senior Director of Military Programs, Walmart; <http://walmartcareerswithamission.com/>
Cpt. James Beamesderfer, USA, Ret.; Vice President, Veterans Initiatives, Prudential Financial; <http://corporate.prudential.com/view/page/corp/31841>
Lisa J. Ford, USMC, Ret.; Women Veteran Program Manager, Helmets to Hardhats; <http://www.helmetstohardhats.org/>
Lt. Col. Teresa W. Gerton, USA, Ret.; Deputy Assistant Secretary for Policy, Veterans Employment Training Center, U.S. Department of Labor; <http://www.dol.gov/vets/index.htm>
Capt. Stephen W. Jordon, USN, Ret.; Program Manager, Veteran Employment Initiative, Northern Virginia Technology Council; https://www.nvtc.org/veterans/vet_careerservices.php

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Appendix (cont'd)

HOUSING PANEL

Moderator: **Stephen S. Fuller, Ph.D.**; Director of Special Projects, Center for Regional Analysis, School of Policy, Government and International Affairs, George Mason University; <http://cra.gmu.edu>

Maj. Gen. Timothy P. McHale, USA, Ret.; President and CEO, Homes for Our Troops; <http://www.hfotusa.org>

Kimberly Mitchell; President and Co-founder, Easter Seals Dixon Center for Military and Veterans Services; <http://dixon.easterseals.com>