

# Defense Advisory Committee for the Prevention of Sexual Misconduct

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2023 ANNUAL REPORT

MARCH 2024

## **Executive Summary**

The Defense Advisory Committee for the Prevention of Sexual Misconduct (DAC-PSM) is a federal advisory committee established in 2020 to provide the Department of Defense (DoD) with independent advice and recommendations on matters and policies relating to the prevention of sexual misconduct within the DoD. Section 550B of the National Defense Authorization Act for Fiscal Year 2020 directs the Committee to submit a report no later than March 30 of each year on the activities of the Committee during the preceding year. This report provides an overview of the Committee's activities in the Calendar Year 2023.

The DAC-PSM held three public meetings in 2023 to support studies directed by the Department. In January 2023, the Under Secretary of Defense for Personnel and Readiness (USD(P&R)) directed the Committee to undertake a training study. In particular, the Committee reviewed sexual assault and sexual harassment training provided to junior enlisted Service members, because those Service members are at greatest risk for experiencing sexual misconduct and also comprise the largest overall segment of the DoD population. In June 2023, the Committee submitted its report with 16 recommendations for the Department's consideration.

Also in January 2023, the USD(P&R) approved the establishment of two subcommittees: Metrics and Performance Subcommittee and Prevention Training and Activities Subcommittee. In Summer 2023, the Prevention Training and Activities Subcommittee began an assigned study to examine the delivery of prevention instruction in professional military education for junior noncommissioned officers and junior officers. The Metrics and Performance Subcommittee also began an assigned study to analyze measurements of community- and organizational-level risk and protective factors for harmful behaviors in military social, training and working environments. Both subcommittee efforts are expected to be completed by December 2024.

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## **A. Introduction**

The Defense Advisory Committee for the Prevention of Sexual Misconduct (referred to herein as “DAC-PSM” or “the Committee”) is a federal advisory committee established in 2020 to provide the Department of Defense (referred to herein as “the Department” or “DoD”) and Congress with independent advice and recommendations on matters and policies relating to the prevention of sexual misconduct within the DoD. Section 550B of the National Defense Authorization Act (NDAA) for Fiscal Year 2020 (FY20) directs the Committee to submit a report no later than March 30 of each year on the activities of the Committee during the preceding year. This report provides an overview of the Committee’s activities in the Calendar Year 2023 (CY23).

## **B. Background**

The DAC-PSM was established in 2020 per the FY20 NDAA and operates in accordance with the provisions of the Federal Advisory Committee Act (Chapter 10 of Title 5, U.S.C.). The DAC-PSM has a mandate to provide the Secretary of Defense with independent advice and recommendations on matters relating to the prevention of sexual misconduct in the DoD. The William M. (Mac) Thornberry National Defense Authorization Act for FY21 expanded the DAC-PSM’s scope to include the United States Coast Guard Academy.

On January 30, 2021, the Secretary of Defense called for the suspension of all advisory committee operations, and with that, the conclusion of all member appointments. However, since the DAC-PSM had only recently been established on November 30, 2020, Members had not yet been approved, so no membership cancellations were required. On September 30, 2021, the DAC-PSM was authorized to resume operations, and following the onboarding of new members appointed by the Secretary of Defense, the DAC-PSM held its first public meeting on August 22, 2022.

## **C. Membership**

Per the FY20 NDAA, the Committee can be composed of no more than 20 Members. The Members are appointed by the Secretary of Defense for terms of one-to-four years and must have prevention expertise appropriate for the DAC-PSM work, such as expertise in the continuum of harm, adverse behaviors, culture change within a large organization, or prevention implementation science.

Committee Members serve as individuals, not as official representatives of any affiliated group or organization. DAC-PSM Members may be current federal employees; however, per the FY20 NDAA, membership may not include active-duty members of the Armed Forces. The 2023 DAC-PSM Members and their expertise are listed in Appendix 1.

Throughout 2023, DAC-PSM Members were provided opportunities to enhance their knowledge and awareness on the Department's current efforts to address prevention of sexual misconduct. The Members received numerous resources (e.g., reports and policies) and were briefed by policy offices and Service representatives to build upon their knowledge of current DoD efforts in the prevention space. For example, Members received briefings on the following reports:

- DoD Annual Report on Sexual Harassment and Violence at the Military Service Academies (Academic Program Year 2021-2022)
- 2023 Military Service Academies (MSAs) On-Site Installation Evaluation (OSIE) Report

Drawing on insights from sessions such as these, the Members were better able to offer informed and relevant recommendations and observations to the Department, in keeping with the DAC-PSM's statutory mission.

## **D. Public Meetings**

Per the DAC-PSM Charter, the Committee is required to hold an estimated two public meetings each year. However, in order to address the needs of its assigned studies, the Committee held three public meetings in 2023: March 2, March 31, and September 21. (See Appendix 2 for summary of all public meeting agendas).

### **Overview of March 2 Public Meeting**

The purpose of the DAC-PSM's March 2, 2024 public meeting was to engage the Military Services to discuss their approaches to training on sexual assault and sexual harassment. In early 2023, USD(P&R) directed the DAC-PSM to review the Department's training activities in support of an FY22 NDAA training study requirement. In particular, the Committee focused on sexual assault and sexual harassment training of junior enlisted Service members. (See section below titled "Directed Committee Work" for more detail on the study and see Appendix 3 for the report's Executive Summary). The March 2 public meeting was an opportunity for the Members to receive an overview from the Services on their training approaches on sexual assault and sexual harassment.

### **Overview of March 31 Public Meeting**

The purpose of the March 31 meeting was for the Committee to discuss and vote on proposed recommendations for inclusion in the sexual assault and sexual harassment training study report. The meeting began with a recap of Committee efforts to that point on the training study. The Members had identified 16 recommendations and two overarching observations for possible inclusion in the final report. During the meeting, the Members discussed the merits of each recommendation and observation, followed by a vote to accept all recommendations and observations as finalized.

## **Overview of September 21 Public Meeting**

In the development of the Committee's training study report, the Members frequently heard that leadership actions directly influence the current attitudes and behaviors of junior enlisted Service members. This influence can serve as a model for how new Service members shape their own leadership approaches as their careers progress. Given the potential for leadership modelling to influence both current and future behaviors (and with that, a clear tie to the DAC-PSM's mission), the presentations at the September 21 public meeting were designed to help the Members understand what DoD is currently doing to prepare future officers for the critical role they will play in shaping the beliefs and behaviors of their peers and subordinates.

On September 21, the Committee heard a briefing from the Office of the Secretary of Defense's (OSD) Office of Force Resiliency on the DoD report on the OSIEs conducted at the MSAs in Spring 2023. The discussion addressed the overall impact of the MSA OSIE report findings and potential impact on future training efforts. The Members then heard from the OSD Sexual Assault Prevention and Response Office (SAPRO) on the "DoD Annual Report on Sexual Harassment and Violence at the Military Service Academies (Academic Program Year 2021-2022)". In addition to providing an overview of the methodology and trend data provided in the MSA report, the SAPRO briefer discussed how those findings underscore the observations of the Independent Review Commission on Sexual Assault in the Military.

Continuing with the theme of preparation provided to future officers prior to commissioning, the Members received an overview by OSD Accession Policy of the Senior Reserve Officer Training Corps (ROTC) program. The Military Departments then laid out how their respective ROTC programs address the required prevention content reflected in DoD policy. The Members posed questions to the briefers on potential challenges and opportunities associated with prevention training within the ROTC.

**Materials for all DAC-PSM Public Meetings can be found at:**

***[www.sapr.mil/DAC-PSM](http://www.sapr.mil/DAC-PSM)***

## **E. Administrative Activities**

In addition to managing the normal flow of membership requirements (e.g., renewals), the DAC-PSM also undertook several other administrative actions designed to ensure continuity of operations and address studies directed by Congress and the Department.

### **Appointment of Alternate Designated Federal Officer**

As with other advisory committees, it is important for continuity of DAC-PSM operations that the Committee have an Alternate Designated Federal Officer (DFO) should the DFO not be able to complete assigned duties. In 2023, the USD(P&R) appointed Ms. Faith Berrier as the Alternate DFO. This followed the USD(P&R)'s 2022 appointment of Dr. Suzanne Holroyd as the DFO.

## Establishment of Subcommittees

In January 2023, the Committee's sponsor, USD(P&R), approved the establishment of two DAC-PSM subcommittees: Metrics and Performance, and Prevention Training and Activities. Below is an overview of each subcommittee's scope of work.

- **Metrics and Performance Subcommittee**
  - Scope: The Subcommittee will analyze DoD and Military Services' approaches to assessing the effectiveness of prevention efforts, including training, and offer recommendations for improvement to achieve Department goals, as well as recommendations on approaches used outside the Department that might be relevant. The Subcommittee will determine if training metrics are standardized across the Department.
- **Prevention Training and Activities Subcommittee**
  - Scope: The Subcommittee will conduct research and develop recommendations related to activities undertaken with Service members to advance prevention efforts, including the content of training.

## F. Directed Committee Work

During its first full calendar year in operation, the DAC-PSM addressed studies or reviews directed by Congress and the Committee's sponsor.

### 1. Study on DoD Training of Junior Enlisted Service Members

The FY22 NDAA directed DoD to conduct a review of training topics related to the prevention of harmful behaviors. To assist with the Department's response, the Committee was directed to conduct a review of training on sexual assault and sexual harassment. In June, the DAC-PSM submitted its findings and insights to the USD(P&R) in a report titled, "DoD's Training of Junior Enlisted Service Members: An Analysis of Sexual Misconduct and Sexual Harassment Training for DoD's Most At-Risk Population."

Given that DoD data show that junior enlisted ranks (E1-E4) are at greatest risk for experiencing sexual assault and sexual harassment, the Committee focused its analysis on training during that early career stage. Further, this E1-E4 is the largest segment of the DoD population; that is, in 2021, the population of E1-E4 Service members was nearly 700,000 (active duty, reserve, and National Guard). In addition to addressing the needs of Service members while in the early stages of their career, the Committee recognized that many of these junior Service members will continue their careers in the military, therefore highlighting the importance of ensuring that they have a solid foundation of skills and knowledge regarding the prevention of sexual misconduct.

**The Report's Executive Summary is in Appendix 3. Full Report can be found on [www.SAPR.mil/DAC-PSM](http://www.SAPR.mil/DAC-PSM).**

The Committee organized 16 recommendations into the following categories:

- Approach to behavior change and method of delivery;
- Metrics of performance, effectiveness, and data collection;
- Communication with non-Departmental entities in training development;
- Incentives used to ensure training participation, engagement, and/or effectiveness; and
- Approach to estimate training costs.

As noted in the report, the Committee recognized that addressing the problem of sexual misconduct within the Department is much broader than the junior demographic and that leaders at all levels need to take appropriate action. Further, addressing training issues is not seen by the Committee as the sole solution to this problem; instead, a comprehensive approach to prevention is required to achieve a lasting impact. By recognizing the short- and long-term potential impacts of effective training woven into a comprehensive prevention approach, the Committee believes the Department can have a significant and lasting influence on these challenges.

## **2. Subcommittee Studies**

As noted above, the USD(P&R) established two DAC-PSM subcommittees, and in 2023, each subcommittee began studies as detailed below:

- Metrics and Performance Subcommittee: In the fall of 2023, this subcommittee began a study on community- and organizational-level risk (e.g., gender stereotypes, institutional racism, alcohol outlet density) and protective factors (e.g., connectedness, safe housing, access to medical care and mental health services) for harmful behaviors in the military environment. In 2024, the Subcommittee will recommend measures of performance and measures of effectiveness for those identified factors to assist DoD's efforts to track changes over time, as well as to inform efforts to evaluate programming focused on modifying these factors to decrease harmful behaviors. The results of this study and its recommendations are due to USD(P&R) by December 31, 2024.
- Prevention Training and Activities Subcommittee: Per section 534 of the FY21 NDAA, the DAC-PSM is required to offer Congress and DoD a "description and assessment of the extent and effectiveness of the inclusion of sexual assault prevention and response training in leader professional military education (PME), especially in such education for personnel in junior noncommissioned officer grades." The USD(P&R) directed the Prevention Training and Activities Subcommittee to conduct a review of Military Service efforts to provide training to commissioned officers and noncommissioned officers (NCOs) on sexual assault response and prevention. To meet this requirement, in the Fall 2023, this subcommittee started a study related to PME, with a specific focus on ensuring those instructors delivering content to junior officers (O1-O3) and junior NCOs (E4-E6) are appropriately prepared. This study will be completed by the end of 2024, and a summary of the findings and recommendations will be included in the DAC-PSM's 2024 Annual Report.



### **3. DAC-IPAD Consultation**

In the FY20 NDAA establishing the DAC-PSM, Congress directed the Committee to “consult and coordinate” with the Defense Advisory Committee on Investigation, Prosecution, and Defense of Sexual Assault in the Armed Forces (DAC-IPAD). In late 2023, the DAC-PSM began an initial review of findings of closed cases involving allegations of sexual assault as documented in the DAC-IPAD’s 2020 report, titled “Report On Investigative Case File Reviews For Military Adult Penetrative Sexual Offense Cases Closed In Fiscal Year 2017.” In 2024, DAC-PSM will discuss its observations from this review, and reflect that discussion in its 2024 annual report.

### **4. FY21 NDAA-Directed Studies**

In section 534 of the FY21 NDAA, Congress directed the DAC-PSM to undertake four studies, with results to be provided in the Committee’s annual report. Those study topics included assessments of:

1. Professional Military Education
2. Recruit Screening
3. Exit Interviews
4. Reporting Database Anonymization

Due to the 2021 zero-based review of all DoD advisory committees directed by the Secretary of Defense, the DAC-PSM was not functioning in 2021. Since becoming fully operational in the Fall of 2022, the Committee has been working with the Department to identify initiatives already underway on the topics listed above. As noted in the Directed Committee Work section, the first topic on PME is being addressed by the Prevention Training and Activities Subcommittee. The DAC-PSM will receive briefings about the Department’s efforts on the other three topics from the appropriate DoD policy office at a 2024 meeting. The DAC-PSM’s observations and next steps following those briefings will be detailed in the DAC-PSM’s 2024 Annual Report.

## **G. Conclusion**

During 2023, the DAC-PSM laid the foundation for future opportunities to assist DoD in preventing sexual misconduct. As the Members continue to work to address the Committee’s assigned studies in 2024, they will draw on their unique expertise and offer recommendations and insights for how the Department can continue its efforts to advance a DoD community in which all Service members can live and work in a setting free from the threat of sexual misconduct.

## APPENDIX 1

### Member Experience Summaries

*Individuals listed below were members for all or part of 2023.*

#### Ms. Gina Grosso, Lt Gen (Ret)

*Ms. Grosso resigned from the DAC-PSM in Dec 2023.*

DAC-PSM Position	<ul style="list-style-type: none"> <li>Committee Member (resigned Dec 8, 2023)</li> <li>Co-Chair</li> </ul>
Other Positions, Employment, Community Involvement	<ul style="list-style-type: none"> <li>Assistant Secretary for Human Resources and Administration/Operations, Security, and Preparedness at Department of Veterans Affairs (June 2021-Dec 2023)</li> <li>Former Vice President, Air Force Programs, Golden Key Group</li> </ul>
Prior DoD or Relevant Federal Agency Experience	<ul style="list-style-type: none"> <li>Retired from the Air Force at the rank of Lieutenant General after 32 years of service</li> <li>One of 45 three-star leaders and one of four women Air Force Lieutenant Generals</li> <li>Last assignment: USAF Chief Human Capital Officer and Deputy Chief of Staff for Manpower, Personnel and Services</li> <li>Former Director of the Air Force Sexual Assault Prevention and Response (SAPR) Office</li> </ul>
Military & Civilian Education	<ul style="list-style-type: none"> <li>Fellow, Weatherhead Center for International Affairs, Harvard University</li> <li>Master of Arts, National Security and Strategic Studies, U.S. Naval War College</li> <li>Master of Business Administration, College of William and Mary</li> <li>Bachelor of Science, Applied Mathematics &amp; Industrial Management, Carnegie-Mellon University</li> </ul>
Achievements, Awards, Recognition	<ul style="list-style-type: none"> <li>Defense Superior Service Medal</li> <li>Legion of Merit with two oak leaf clusters</li> <li>Meritorious Service Medal with three oak leaf clusters</li> <li>Army Commendation Medal and Air Force Commendation Medal</li> </ul>

#### Dr. Antonia Abbey, Ph.D.

DAC-PSM Position	<ul style="list-style-type: none"> <li>Committee Member</li> <li>Metrics and Performance Subcommittee Chair</li> </ul>
Other Positions, Employment, Community Involvement	<ul style="list-style-type: none"> <li>Professor of Psychology at Wayne State University</li> <li>Fellow, American Psychological Association</li> </ul>
Prior DoD or Relevant Federal Agency Experience	<ul style="list-style-type: none"> <li>Served as external consultant to Department of Defense in development of 2014-2016 Sexual Assault Prevention Strategy</li> <li>Former consultant to United States Marine Corps Sexual Assault Prevention and Response Program</li> </ul>

	<ul style="list-style-type: none"> <li>Invited Member of Department of Defense Sexual Assault Strategic Planning Steering Committee</li> <li>Invited Expert, United State Air Force Commission on Sexual Assault</li> </ul>
Military & Civilian Education	<ul style="list-style-type: none"> <li>Doctor of Philosophy, Social Psychology, Northwestern University</li> <li>Master of Arts, Social Psychology, Northwestern University</li> <li>Bachelor of Arts, Psychology, University of Michigan</li> </ul>
Achievements, Awards, Recognition	<ul style="list-style-type: none"> <li>Editor, Psychology of Violence Research Journal</li> <li>2020 Wayne State University Academy of Honors</li> <li>2016 Society for the Psychology of Women Division 35's Bonnie R. Strickland and Jessica Henderson Daniel Distinguished Mentoring Award</li> <li>2015 Wayne State University Board of Governors Distinguished Faculty Fellow</li> </ul>

### **Dr. Victoria Banyard, Ph.D.**

*Dr. Banyard resigned from the DAC-PSM in July 2023.*

DAC-PSM Position	<ul style="list-style-type: none"> <li>Committee Member (resigned July 28, 2023)</li> <li>Vice Chair</li> </ul>
Other Positions, Employment, Community Involvement	<ul style="list-style-type: none"> <li>Associate Dean for Faculty Development, School of Social Work at Rutgers University</li> <li>Full Professor with tenure, School of Social Work, Rutgers University</li> <li>Associate Director, Center on Violence Against Women and Children, School of Social Work, Rutgers University</li> <li>Former Research and Evaluation Specialist at the U.S. Department of Justice Office on Violence Against Women</li> </ul>
Prior DoD or Relevant Federal Agency Experience	<ul style="list-style-type: none"> <li>Consultant to NORC at the University of Chicago on Department of Defense sexual assault prevention evaluation</li> <li>Consultant to Department of Defense Sexual Assault Prevention and Response Office to prepare a comprehensive sexual assault prevention strategy</li> </ul>
Military & Civilian Education	<ul style="list-style-type: none"> <li>Doctor of Philosophy, Clinical Psychology, University of Michigan</li> <li>Certificate, Women's Studies, University of Michigan</li> <li>Master of Arts, Psychology, University of Michigan</li> <li>Bachelor of Arts, Psychology, Brown University</li> </ul>
Achievements, Awards, Recognition	<ul style="list-style-type: none"> <li>2021 Division 56 Award for Outstanding Contribution to the Science of Trauma Psychology</li> <li>2015 New Hampshire Psychological Association's Margaret Riggs Distinguished Contribution Award</li> </ul>

### **Dr. Dorothy Edwards, Ph.D.**

DAC-PSM Position	<ul style="list-style-type: none"> <li>Committee Member</li> <li>Prevention Training and Activities Subcommittee Chair</li> </ul>
Other Positions, Employment, Community Involvement	<ul style="list-style-type: none"> <li>President at Alteristic, Inc.</li> <li>Former Executive Director at University of Kentucky Violence Intervention and Prevention (VIP) Center</li> </ul>

Prior DoD or Relevant Federal Agency Experience	<ul style="list-style-type: none"> <li>Provided training and consultation to Air Force Leadership, Army Leadership, and Navy Leadership; Military personnel from every branch; Department of Defense; Department of Justice; and the White House</li> </ul>
Military & Civilian Education	<ul style="list-style-type: none"> <li>Doctor of Philosophy, Counseling Psychology, Texas Woman's University</li> <li>Master of Arts, Counseling Psychology, Texas Woman's University</li> <li>Bachelor of Arts, Psychology, University of South Florida</li> </ul>

### **Dr. Armando Estrada, Ph.D.**

DAC-PSM Position	<ul style="list-style-type: none"> <li>Committee Member</li> <li>Metrics and Performance Subcommittee Member</li> </ul>
Other Positions, Employment, Community Involvement	<ul style="list-style-type: none"> <li>Associate Professor (Tenured) at Temple University</li> <li>Former Program Manager/Senior Research Psychologist at Army Research Institute</li> </ul>
Prior DoD or Relevant Federal Agency Experience	<ul style="list-style-type: none"> <li>Consultant to Department of the Navy Sexual Assault Prevention and Response Office</li> <li>Senior Research Fellow, U.S. Army Institute for the Social and Behavioral Sciences (ARI) – Cohesion and Resilience Program Teams</li> <li>Research Consultant, Defense Advisory Committee on Women in the Services</li> <li>Served in United State Marine Corps for 9 years</li> </ul>
Military & Civilian Education	<ul style="list-style-type: none"> <li>Doctor of Philosophy, Industrial and Organizational Psychology, University of Texas at El Paso</li> <li>Master of Arts, Psychology, California State University at Los Angeles</li> <li>Bachelor of Arts, Psychology, California State University at Los Angeles</li> </ul>
Achievements, Awards, Recognition	<ul style="list-style-type: none"> <li>Former Editor in Chief, Military Psychology Journal</li> <li>2016 Department of the Army Superior Civilian Service Medal</li> <li>2014 Society for Military Psychology's Charles S. Gersoni Award for Excellence in Military Psychology</li> <li>2013 U.S. Army Research Institute Commander's Award for Civilian Service</li> </ul>

### **Ms. Stephanie Gattas**

DAC-PSM Position	<ul style="list-style-type: none"> <li>Committee Member</li> <li>Prevention Training and Activities Subcommittee Member</li> </ul>
Other Positions/ Employment/ Community Involvement	<ul style="list-style-type: none"> <li>Executive Director and Founder of The Pink Berets</li> <li>Chair of Policy Committee on Mental Health &amp; Wellness at the Military Women's Coalition</li> <li>Member of Department of Veterans Affairs Sexual Assault and Harassment Prevention Workgroup</li> </ul>
Prior DoD or Relevant Federal Agency Experience	<ul style="list-style-type: none"> <li>Served in United States Navy for 8 years (1994-2002)</li> </ul>
Military & Civilian Education	<ul style="list-style-type: none"> <li>All Women's Cohort, Yale University</li> <li>Master of Business Administration, University of Incarnate Word</li> </ul>

Achievements/ Awards/ Recognition	<ul style="list-style-type: none"> <li>2021 Daily Point of Light Award</li> <li>2020 L'Oréal Paris Women of Worth Honoree</li> <li>2019 San Antonio Women's Chamber Nonprofit of the Year</li> </ul>
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### **Dr. Debra Houry, M.D.**

DAC-PSM Position	<ul style="list-style-type: none"> <li>Committee Member</li> <li>Prevention Training and Activities Subcommittee Member</li> </ul>
Other Positions, Employment, Community Involvement	<ul style="list-style-type: none"> <li>Chief Medical Officer, Centers for Disease Control and Prevention</li> <li>Acting Principal Deputy Director, Centers for Disease Control and Prevention</li> <li>Director, National Center for Injury Prevention and Control, Centers for Disease Control and Prevention</li> <li>Volunteer Associate Professor, Department of Emergency Medicine at Emory University</li> </ul>
Prior DoD or Relevant Federal Agency Experience	<ul style="list-style-type: none"> <li>Panelist at U.S. Department of Defense/ U.S. Department of Veterans Affairs 2021 Suicide Prevention Conference</li> <li>CDC Representative for Independent Review Commission for Sexual Assault in the Military</li> </ul>
Military & Civilian Education	<ul style="list-style-type: none"> <li>Doctor of Medicine, Tulane University School of Medicine</li> <li>Master of Public Health, Tulane University School of Public Health</li> </ul>
Achievements/ Awards/ Recognition	<ul style="list-style-type: none"> <li>2023 American Medical Association award for Career Government Service</li> <li>2022 Creighton Wellman Medal, Tulane University School of Public Health and Tropical Medicine</li> <li>2019 Elected to National Academy of Medicine</li> </ul>

### **Dr. Lindsay Orchowski, Ph.D.**

DAC-PSM Position	<ul style="list-style-type: none"> <li>Committee Member</li> <li>Metrics and Performance Subcommittee Member</li> </ul>
Other Positions, Employment, Community Involvement	<ul style="list-style-type: none"> <li>Associate Professor (Research) at The Alpert Medical School of Brown University</li> <li>Deputy Title IX Coordinator at The Alpert Medical School of Brown University</li> <li>Co-Founder, Collaborative for Comprehensive Campus Sexual Violence Prevention</li> </ul>
Prior DoD or Relevant Federal Agency Experience	<ul style="list-style-type: none"> <li>Grant Reviewer, Department of Defense Broad Agency Announcements</li> <li>Multi Department of Defense grant recipient to address issues of sexual assault and sexual victimization prevention within the military</li> <li>Presenter at Department of Air Force and US Air Force Academy National Discussion on Sexual Assault and Sexual Harassment</li> <li>Presenter at Women Army Medical Center Research Symposium</li> <li>Presenter at Military Health System Research Symposium</li> </ul>
Military & Civilian Education	<ul style="list-style-type: none"> <li>Doctor of Philosophy, Clinical Psychology, Ohio University</li> <li>Master of Science, Clinical Psychology, Ohio University</li> </ul>

	<ul style="list-style-type: none"> <li>▪ Bachelor of Arts, Psychology and Women's Studies, Dartmouth College</li> </ul>
Achievements, Awards, Recognition	<ul style="list-style-type: none"> <li>▪ 2020 Rhode Island Senate and House of Representatives Doctor of Distinction Honoree</li> <li>▪ 2019 Brown University Department of Psychiatry and Human Behavior Travel Award for Academic Leadership</li> <li>▪ 2019 Rhode Island Hospital Bruce M. Selya Award for Excellence in Research</li> </ul>

### **Dr. John Pryor, Ph.D.**

DAC-PSM Position	<ul style="list-style-type: none"> <li>▪ Committee Member</li> <li>▪ Metrics and Performance Subcommittee Member</li> </ul>
Other Positions, Employment, Community Involvement	<ul style="list-style-type: none"> <li>▪ Emeritus Distinguished Professor at Illinois State University</li> </ul>
Prior DoD or Relevant Federal Agency Experience	<ul style="list-style-type: none"> <li>▪ Multi-grant recipient from Department of Defense and Department of Veterans Affairs to research consequences of sexual harassment in the military</li> <li>▪ Member of US Air Force Panel to review Air Force Compatibility Assessment</li> <li>▪ Social Science Analyst for Defense Mapping Agency, Equal Opportunity Division</li> <li>▪ Faculty Research Associate at Defense Equal Opportunity Management Institute</li> </ul>
Military & Civilian Education	<ul style="list-style-type: none"> <li>▪ Doctor of Philosophy, Psychology, Princeton University</li> <li>▪ Master of Arts, Psychology, Princeton University</li> <li>▪ Bachelor of Arts, Psychology, University of Texas at Austin</li> </ul>
Achievements, Awards, Recognition	<ul style="list-style-type: none"> <li>▪ Outstanding University Researcher Award, Illinois State University</li> </ul>

### **Dr. Joann Wu Shortt, Ph.D.**

DAC-PSM Position	<ul style="list-style-type: none"> <li>▪ Committee Member</li> <li>▪ Prevention Training and Activities Subcommittee Member</li> </ul>
Other Positions, Employment, Community Involvement	<ul style="list-style-type: none"> <li>▪ Lead Behavioral Scientist at the National Center for Injury Prevention and Control's Child Abuse, Neglect, and Adversity Team</li> </ul>
Prior DoD or Relevant Federal Agency Experience	<ul style="list-style-type: none"> <li>▪ Former Standing Member for the National Institutes of Health Center for Scientific Review's Psychology Development, Risk and Prevention Study Section</li> </ul>
Military & Civilian Education	<ul style="list-style-type: none"> <li>▪ Doctor of Philosophy, Development Psychology, University of Washington, Seattle</li> <li>▪ Master of Arts, Experimental Psychology, Southern Methodist University</li> <li>▪ Bachelor of Arts, Psychology and Political Science, Trinity University</li> </ul>
Achievements, Awards, Recognition	<ul style="list-style-type: none"> <li>▪ President, Board of Directors, Laurel Hill Center</li> <li>▪ Vice-Chair, Board of Directors, Eugene Waldorf School</li> </ul>



**Ms. Jennifer Silva**

DAC-PSM Position	<ul style="list-style-type: none"> <li>Committee Member</li> </ul>
Other Positions, Employment, Community Involvement	<ul style="list-style-type: none"> <li>Chief Program Officer, Wounded Warrior Project</li> </ul>
Prior DoD or Relevant Federal Agency Experience	<ul style="list-style-type: none"> <li>Served in the United States Army for 2 years, Army Reserve National Guard for 2 years, and in the Individual Ready Reserve for 4 years</li> </ul>
Military & Civilian Education	<ul style="list-style-type: none"> <li>Bachelor of Science, Psychology, United States Military Academy at West Point</li> </ul>
Achievements, Awards, Recognition	<ul style="list-style-type: none"> <li>2020 Jacksonville Business Journal Woman of Influence Honoree</li> </ul>

**Dr. Amy Smith Slep, Ph.D.**

DAC-PSM Position	<ul style="list-style-type: none"> <li>Committee Member</li> <li>Metrics and Performance Subcommittee Member</li> </ul>
Other Positions/ Employment/ Community Involvement	<ul style="list-style-type: none"> <li>Professor at New York University</li> </ul>
Prior DoD or Relevant Federal Agency Experience	<ul style="list-style-type: none"> <li>Multi Department of Defense grant recipient to research mental health, sexual assault prevention, community acceptance within the Armed Services</li> <li>Member of the National Advisory Dental &amp; Craniofacial Research Council, National Institutes of Health</li> </ul>
Highest Education (Military/Civilian)	<ul style="list-style-type: none"> <li>Doctor of Philosophy, Clinical Psychology, SUNY Stony Brook</li> <li>Master of Arts, Clinical Psychology, SUNY Stony Brook</li> <li>Bachelor of Arts, Psychology, University of Delaware</li> </ul>
Achievements, Awards, Recognition	<ul style="list-style-type: none"> <li>Published over 150 scientific articles and book chapters, and has received nearly 75 federal research grants</li> </ul>

**Ms. Glorina Stallworth**

DAC-PSM Position	<ul style="list-style-type: none"> <li>Committee Member</li> <li>Prevention Training and Activities Subcommittee Member</li> </ul>
Other Positions, Employment, Community Involvement	<ul style="list-style-type: none"> <li>Branch Head at North Carolina Department of Health and Human Services' Division of Public Health</li> </ul>
Prior DoD or Relevant Federal and State Agency Experience	<ul style="list-style-type: none"> <li>Oversaw distribution of funding from Centers of Disease Control and Prevention (CDC) to community-based organizations to implement sexual violence prevention programming</li> <li>Former Prevention Unit Manager at North Carolina Department of Health and Human Services' Division of Public Health</li> <li>Former Rape Prevention and Education Program Manager and Family Violence Prevention Coordinator at North Carolina Department of Health and Human Services</li> </ul>
Military & Civilian Education	<ul style="list-style-type: none"> <li>Bachelor of Science, Social Work, University of Tennessee, Knoxville</li> </ul>

<p>Achievements, Awards, Recognition</p>	<ul style="list-style-type: none"> <li>▪ Board Chair, North Carolina Victim's Assistance Network</li> <li>▪ Co-Chair, North Carolina Sexual Violence Prevention Team</li> <li>▪ Certified Qualified Mental Health Professional and Qualified Developmental Disabilities Professional in Child and Adult Mental Health</li> </ul>
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## Appendix 2

### 2023 Public Meetings Agenda Summary

<b>March 2, 2023</b>
Public Meeting Open
Panel: Air Force Representatives in support of training study
Panel: Army Representatives in support of training study
Panel: Navy Representatives in support of training study
Panel: Marine Corps Representatives in support of training study
Public Meeting Close

<b>March 31, 2023</b>
Public Meeting Open
Committee Discussion and Vote on Training Study Recommendations and Observations
Public Meeting Close

<b>September 21, 2023</b>
Public Meeting Open
Brief: DoD Prevention Updates
Brief: DoD Annual Report on Sexual Harassment and Violence at the Military Service Academies (Academic Program Year 2021-2022)
Panel: Overview of ROTC Policy and Service Programs
Public Meeting Close

## **Appendix 3**

### **Executive Summary**

#### **DoD's Training of Junior Enlisted Service Members *An Analysis of Sexual Assault and Sexual Harassment Training for DoD's Most At-Risk Population***

Please find the full report at the link below:

[https://www.sapr.mil/sites/default/files/public/docs/training/DAC-PSM\\_Training\\_Study\\_Final\\_Report\\_June\\_2023.pdf](https://www.sapr.mil/sites/default/files/public/docs/training/DAC-PSM_Training_Study_Final_Report_June_2023.pdf)



# DoD's Training of Junior Enlisted Service Members

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*An Analysis of Sexual Assault and  
Sexual Harassment Training for  
DoD's Most At-Risk Population*

## **Executive Summary**

June 2023

## EXECUTIVE SUMMARY

The Defense Advisory Committee for the Prevention of Sexual Misconduct (DAC-PSM) was established in November 2020 by the Secretary of Defense under authority directed in the National Defense Authorization Act for Fiscal Year 2020 (FY20 NDAA). Per the DAC-PSM (herein referred to as the “Committee”) Charter, the Committee is charged with providing “independent advice and recommendations on the prevention of sexual assault involving members of the Armed Forces and the policies, programs, and practices of each Military Department for the prevention of sexual assault.” As laid out in the DAC-PSM Membership Balance Plan, the Committee is composed of 13 members with expertise in “the prevention of sexual assault and behaviors on the sexual assault continuum of harm; adverse behaviors including the prevention of suicide and substance abuse; change of culture of large organizations; and implementation science.”

The National Defense Authorization Act for Fiscal Year 2022 (FY22 NDAA) directed the Department of Defense (DoD; herein referred to as the “Department”) to conduct a review of training related to eight training subjects, including sexual assault and sexual harassment. To assist with the Department’s response, the Committee was directed to conduct a review of training on sexual assault and sexual harassment.

Given that junior enlisted ranks (E1-E4) are at greatest risk for experiencing sexual assault and sexual harassment (herein referred to as “sexual misconduct”), the Committee focused its analysis on training during that early career stage. In addition, in 2021, there were more than 470,000 active duty personnel E1-E4s who were 25 years or younger, and if the relevant statistic for Reserve/National Guard (R/NG) is added, the total of E1-E4s 25 years or younger was nearly 700,000. Thus, the success of efforts focused on this particular subgroup has the potential to directly impact nearly three-quarters of a million Service members.

By focusing on these newest Service members, the Committee hopes that its efforts will have two critical impacts at the individual level:

1. Help reduce the number of incidents of sexual misconduct that they might experience early in their military career; and
2. Equip these future leaders with the appropriate knowledge and skills to effectively guide Service members who enter the military behind them.

The Committee recognizes that addressing the problem of sexual misconduct within the Department is much broader than just this junior demographic – e.g., leaders at all levels need to take appropriate action. Further, addressing training issues is not seen by the Committee or the Department as the sole solution to this problem; instead, a comprehensive approach to prevention is required for a lasting impact. By recognizing the short- and long-term potential impacts of effective training woven into a comprehensive prevention approach, the Committee believes the Department can have a significant and lasting impact on these challenges.

This report addresses five topics identified in the FY22 NDAA study requirements: approaches to behavior change, metrics, incentives and accountability, engagement with non-Departmental entities, and costs. The Committee gathered study input on those topics through a variety of sources, including direct Requests for Information (RFI) to the Services and at public meetings held in December 2022 and in March 2023.

Drawing on that input, this report is organized to:

- Explore the relevant research on each of the five topics;
- Consider the general applications of that research to the military environment;
- Discuss Service submissions relative to the research; and
- Offer improvement recommendations and supporting rationale.

The recommendations and overarching observations summarized below were approved by the Committee members at a public meeting on March 31, 2023.

## **DAC-PSM Training Study Recommendations and Observations**

### **Recommendations by Topic**

**Approach Recommendation 1:** Where there are gaps in trainings developed specifically for target subgroups, the Services should tailor trainings now designed to serve the broader military, and where possible, focus on customizing the content to specific subgroups and training settings, and where feasible, share these the final product with other Services. If there are research gaps on what kind of training works best with particular situations or populations, then the Department should support research to close those gaps.

**Approach Recommendation 2:** The Services should depict and utilize a full career-cycle approach (such as used by the Army) to capture the desired progression of attitudes, knowledge, skills, and behaviors related to this topic. Detailed mapping should be done to depict training activities within the first four years in uniform for enlisted members and officers.

**Approach Recommendation 3:** The Services' efforts to train and field the prevention workforce should be prioritized to help ensure that appropriately trained personnel are in settings most likely to support junior enlisted Service members.

**Approach Recommendation 4:** The Department and Services should ensure that the prevention workforce has appropriate skills, knowledge, and access to resources to address the unique needs of junior enlisted Service members, and where appropriate, that these demographic-specific requirements are reflected in the prevention workforce credentialing process.

**Metrics Recommendation 1:** The Department and Services should expand consideration of training metrics beyond assessing individual-level knowledge to include unit and leader attitudes and behaviors; utilize multiple methods and measures to assess key outcomes; and capture metrics of training delivery and environment.

**Metrics Recommendation 2:** The Department and Services should collaborate with outside experts to develop a Service-level “lessons learned” document to capture past, current, and future plans for developing training metrics, and from that, implement a plan to address gaps.

**Metrics Recommendation 3:** Evaluation should consider attitudes, knowledge, skills, and behaviors to allow for full understanding of the extent of progress with each, and where to focus attention if desired outcomes are not observed. The mapping of evaluation appropriate for the experiences of the newest Service members should be a priority.

**Incentives/Accountability Recommendation 1:** The Services should use the socioecological model as a framework for identifying, implementing, and evaluating the use of accountability within the actual training setting, as well as across different echelons of the military.

**Incentives/Accountability Recommendation 2:** The Department and Services should advance the use of training techniques and related messaging that foster engagement and learning, with a collateral benefit of removing the negative perception that “mandatory” training cannot be useful and effective.

**Incentives/Accountability Recommendation 3:** The Services should focus on holding leaders accountable as a critical level of influence in the military environment.

**Engagements Recommendation 1:** The Department should consider if additional collaboration guidance would be a helpful next step to advance existing integrated prevention efforts. That consideration should also include review of Department guidelines on the timely dissemination of research findings.

**Engagements Recommendation 2:** The Department should develop a collaboration framework to share with the Services, and then use that framework to identify and close gaps, as well as foster sharing where relationships already exist.

**Engagements Recommendation 3:** The Charter of the Council on Recruit Basic Training (CORBT) should be revised to include similar-level Office of the Secretary of Defense participation (and signature), and the CORBT should consider formation of an enduring subcommittee focused on preventing harmful behaviors

**Cost Recommendation 1:** Starting with a research-informed approach, the Department and Services should collaborate to develop a model with the goal of establishing a consistent approach to cost evaluation (especially cost effectiveness and cost-benefit analyses that are increasingly used in prevention science and that provide more context

to data on costs) and identification of opportunities for cost-sharing or leveraging existing efforts.

**Cost Recommendation 2:** The Department and Services should collaborate to identify their current investment in training evaluation, and from there, expand that investment to rapidly advance Department-wide training evaluation efforts.

**Overall Recommendation:** The Committee supports the Department's extensive efforts to implement the recommendations of the Independent Review Commission on Sexual Assault in the Military (IRC); however, the Committee suggests that many of the recommendations – and especially those related to training – receive specific consideration focused on the needs of the junior enlisted demographic.

## Observations

**Observation 1:** Theory, research, and data should drive the selection, implementation, and evaluation of prevention efforts, which require sufficient time to observe behavior change.

**Observation 2:** While this study is concentrated largely on prevention training efforts for junior enlisted Service members (E1-E4), a focus on this specific population should take place within the broader context of leadership, establishment of culture and appropriate norms, and training across the life of a Service member's career.