

Defense Advisory Committee for the Prevention of Sexual Misconduct

2022 ANNUAL REPORT

MARCH 2023

Defense Advisory Committee for the Prevention of Sexual Misconduct

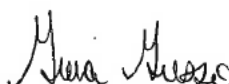
MEMORANDUM FOR RECORD

SUBJECT: Defense Advisory Committee for the Prevention of Sexual Misconduct
2022 Annual Report

I am pleased to provide the following Calendar Year 2022 Annual Report of the Defense Advisory Committee for the Prevention of Sexual Misconduct (DAC-PSM). This report is submitted in compliance with section 550B of the National Defense Authorization Act (NDAA) for Fiscal Year (FY) 2020 (Public Law 116-92), as amended by sections 534 and 535 of the William M. (Mac) Thornberry NDAA for FY 2021 (Public Law 116-283). The DAC-PSM is a federal advisory committee established in November 2020 to provide independent advice and recommendations on matters and policies relating to the prevention of sexual misconduct across the Department of Defense (DoD).

In our report, we offer an overview of the DAC-PSM's 2022 activities, as well as a look ahead to 2023. The Committee's initial activities were designed to ensure a common understanding across all members of current DoD prevention efforts. As a result, after our membership swearing-in was completed in August 2022, we focused our attention on ensuring all members had an appropriate level of awareness of DoD's current efforts to prevent sexual assault and sexual harassment. Our members reviewed a range of DoD guidance and resources, and benefited from briefings by policy offices and the Military Services at our public meetings held on August 22 and December 8. Looking ahead, the Committee will start operating its two new subcommittees (Metrics and Performance, and Prevention Training and Activities) and undertake two studies related to training.

On behalf of all the DAC-PSM members, I would like to express our appreciation for the opportunity to assist the Department in its efforts to address sexual misconduct. We look forward to working together in 2023 to identify opportunities to help ensure those in uniform are allowed to live and work free from the threat of sexual misconduct.


The Honorable Gina Grosso
Chair, DAC-PSM

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I. INTRODUCTION

The Defense Advisory Committee for the Prevention of Sexual Misconduct (referred to herein as “the Committee” or “DAC-PSM”) is submitting its Calendar Year (CY) 2022 Annual Report in compliance with section 550B of the National Defense Authorization Act (NDAA) for Fiscal Year (FY) 2020 (Public Law 116-92), as amended by sections 534 and 535 of the William M. (Mac) Thornberry NDAA for FY 2021 (Public Law 116-283). This report provides an overview of the DAC-PSM’s CY 2022 activities, including member education and public meetings. Further, the report offers insights into 2023 activities following Department of Defense (referred to herein as “the Department” or “DoD”) approval of subcommittee and training study proposals.

II. BACKGROUND

The DAC-PSM was established in 2020 per the National Defense Authorization Act for Fiscal Year 2020 (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 and Congress 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 Fiscal Year 2021 (FY21 NDAA) expanded the DAC-PSM’s scope to include the United States Coast Guard Academy. The Under Secretary of Defense for Personnel and Readiness is the DAC-PSM sponsor, and the Committee reports to the Secretary of Defense, through its sponsor.

Members are appointed by the Secretary of Defense for terms of one-to-four years and must have expertise appropriate for the work of the DAC-PSM. Individuals must have expertise in at least one of the areas noted below:

- a. Prevention of sexual assault and behaviors on the sexual assault continuum of harm;
- b. Adverse behaviors, including the prevention of suicide and the prevention of substance abuse;
- c. Change of culture of large organizations; or
- d. Implementation science.

Committee members serve as individuals, not as official representatives of any affiliated group or organization. The DAC-PSM members may be current federal employees as well as those not working for the federal government; however, per the FY20 NDAA, membership may not include any active-duty members of the Armed Forces. The Committee can be composed of no more than 20 members. Details on DAC-PSM’s membership selection criteria are included in the Membership Balance Plan, filed with the DAC-PSM Charter on November 30, 2020. (*See Charter in Appendix A*)

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.

III. MEMBER APPOINTMENT

The DAC-PSM's Membership Balance Plan (MBP) details the types of expertise required for membership. (*See MBP in Appendix B*) Individuals considered for the DAC-PSM included those with experience in sexual assault prevention efforts at institutions of higher education, public health officials, and such other individuals as the Secretary of Defense considered appropriate. Per the DAC-PSM MBP, no active-duty member of the Armed Forces could be appointed as a DAC-PSM member. (*See Membership Expertise in Appendix C*)

As discussed below in the Committee's look-ahead, in January 2023 the Committee's sponsor (Under Secretary of Defense for Personnel and Readiness) approved the establishment of two new subcommittees (Metrics and Performance, and Prevention Training and Activities) and approved the Committee to undertake two studies related to training.

IV. MEMBER EDUCATION

While member expertise aligns with at least one of the prevention-related areas noted in the MBP, members had a wide range of knowledge of the DoD community. After being sworn in, the members were provided numerous resources (e.g., reports and policies) to ensure an appropriate level of awareness of the current state of DoD's efforts to address sexual misconduct. For example, members reviewed publicly available resources such as the *Department of Defense Fiscal Year 2021 Annual Report on Sexual Assault in the Military* and the findings of the Independent Review Commission on Sexual Assault in the Military. Building this shared knowledge helps position the Committee to accomplish its statutory mission.

DAC-PSM Members

(As of Dec 2022)

**Chair: The Honorable
Gina Grosso**

Dr. Antonia Abbey

Dr. Victoria Banyard

Dr. Dorothy Edwards

Dr. Armando Estrada

Ms. Stephanie Gattas

Dr. Debra Houry

Dr. Lindsay Orchowski

Dr. John Pryor

Dr. Joann Wu Shortt

Ms. Jennifer Silva

Dr. Amy Slep

Ms. Glorina Stallworth

V. PUBLIC MEETINGS

Per its Charter, the DAC-PSM is required to hold two public meetings each year. Those public meetings took place on August 22 and December 8.

A. OVERVIEW OF AUGUST 22 MEETING

At its first public meeting on August 22, the DAC-PSM focused on two key areas that surfaced in the members' review of background material: DoD's approach to integrated prevention, and process for accession of junior Service members (since the data shows they have the highest rates of victimization and perpetration).

The DoD Office of Force Resiliency, Office of the Undersecretary of Defense for Personnel and Readiness, provided members a foundational look at DoD's prevention efforts and way ahead. The briefer offered that there has been a tremendous amount of momentum in recent years on prevention efforts, and that has only been accelerated by the recommendations of the Independent Review Commission (IRC). Since the DoD's IRC implementation plan was approved, the DoD has been working to build a foundation that includes policy, strategy, governance, and oversight. The briefer emphasized that DoD's prevention approach seeks to stop harmful behavior before it occurs using data-driven and comprehensive guidance to reduce risk factors for the behavior or to increase factors that protect against the behavior. To illustrate the Department's efforts toward implementation, the DAC-PSM heard details on the following:

- Implementation of the Prevention Plan of Action 2.0 (released in May 2022), which offers DoD-wide guidance on a comprehensive way forward for DoD to prevent self-directed harm and prohibited abuse or harm;
- Steps to institutionalize essential elements of integrated prevention using DoD-wide guidance (e.g., DoD Instruction 6400.09, *DoD Policy on Integrated Primary Prevention of Self-Directed Harm and Prohibited Abuse or Harm*) to mitigate risk for and increase protective factors against multiple harmful behaviors using shared solutions;
- Responses to IRC recommendations, and in particular, the 19 recommendations that addressed sexual assault and sexual harassment in the context of a broader integrated prevention approach; and
- Efforts to field an integrated prevention workforce, comprised of more than 2,000 new prevention personnel hired at every echelon, trained and supported to advance integrated prevention efforts.

Discussions that followed focused on evaluation, prevention workforce training, and the IRC recommendations as approved by the Secretary of Defense.

The DoD Office of Accession Policy, Office of the Undersecretary of Defense for Personnel and Readiness, also briefed the DAC-PSM on issues including the following:

- Current accession process and the pathways individuals can take to join military service;
- Work conducted by the Military Compatibility Research Group (MCRG) to enhance current accession process by reviewing methods for assessing compatibility with military core values and in identifying predictors of misconduct; and
- Efforts to implement IRC Recommendation 2.6.c (“The Secretary of Defense should immediately authorize operational testing of the Air Force Compatibility Assessment or a similar tool, with a cross-Service pre-accession sample, allowing for important research and intervention development”¹).

Discussions that followed addressed efforts of the MCRG and related research, as well as prior-to-service screening.

B. OVERVIEW OF DECEMBER 8 MEETING

In reviewing the background materials provided during orientation and at the August 22 meeting, members expressed interest in learning more about the training offered on sexual assault and sexual harassment to the Department’s junior Service members. In response, on December 8, the DAC-PSM held its second 2022 public meeting featuring Service briefs on their approach to sexual assault prevention and response and sexual harassment training for their Service members’ first four years in uniform.

Each Service provided an overview of its approach to addressing the training required in DoD policy, as well as additional training offered under its own Service guidance. Speakers provided insights into how the Service-unique operational settings and requirements were reflected in training content and delivery.

Materials for all DAC-PSM Public Meetings can be found at:
www.sapr.mil/DAC-PSM

VI. LOOKING AHEAD

As noted above, in early 2023, two subcommittee were established under the DAC-PSM, which, once populated, will allow it to undertake approved studies. The new subcommittees (Metrics and Performance, and Prevention Training and Activities) will work on the following two studies:

1. **PME Training**: 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

¹ “Hard Truths and the Duty to Change: Recommendations from the Independent Review Commission on Sexual Assault in the Military” The Independent Review Commission on Sexual Assault in the Military, July 1, 2021, page 34.

training in leader professional military education (PME), especially in such education for personnel in junior noncommissioned officer grades.”

Per USD(P&R) guidance, the Prevention Training and Activities Subcommittee will undertake this PME review and will provide a summary of findings and recommendation in its 2023 annual report.

2. Sexual Harassment and Sexual Assault Training: The DAC-PSM will provide input to DoD on its sexual harassment and sexual assault training for consideration to include in DoD’s response to the requirements directed in section 559E of the FY22 NDAA.

In 2023, the DAC-PSM will also propose an approach to its sponsor for addressing other reviews directed by Congress. The FY21 NDAA section 534 directed the Committee to undertake a total of four reviews: The PME study noted above and three other reviews listed below:

- Assessment of the feasibility of:
 - Screening before entry into military service of recruits who may have been the subject or perpetrator of prior incidents of sexual assault and harassment; and
 - Administration of screening tests to recruits to assess recruit views and beliefs on equal opportunity, and whether such views and beliefs are compatible with military service.
- Assessment of the feasibility of conducting exit interviews of Service members upon their discharge to determine whether they experienced or witnessed sexual assault or harassment during military service and did not report it, and an assessment of the feasibility of combining such exit interviews with the DoD Catch a Serial Offender Program.
- Assessment of whether DoD’s sexual assault reporting databases are sufficiently anonymized to ensure privacy while still providing various details related to the sexual assault.

The FY21 NDAA directed the DAC-PSM to provide a response on these topics in its 2021 annual report. However, the DAC-PSM was not operational in 2021 and was active only a few months in 2022. In 2023, the Committee will propose a way-ahead to the Committee sponsor to include study-specific approaches and timelines. In its 2023 annual report, the DAC-PSM will provide an update on its progress in addressing these FY21 NDAA provisions.

VII. CONCLUSION

During 2022, the DAC-PSM laid the foundation for future opportunities to assist the Department of Defense in preventing sexual misconduct. In 2023, the above-mentioned training studies will offer DAC-PSM members an opportunity to draw on their unique expertise to 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 A

DAC-PSM CHARTER

Charter

1. Committee's Official Designation: The committee shall be known as the Defense Advisory Committee for the Prevention of Sexual Misconduct (DAC-PSM).
2. Authority: The Secretary of Defense, pursuant to section 550B of the National Defense Authorization Act for Fiscal Year 2020 ("the FY 2020 NDAA") (Public Law 116-92), as amended by sections 533 -535 of the National Defense Authorization Act for Fiscal Year 2021 ("the FY 2021 NDAA") (Public Law 116-283), and in accordance with the Federal Advisory Committee Act (FACA) (5 U.S.C., Appendix) and 41 C.F.R. § 102-3.50(a), established this non-discretionary advisory committee.
3. Objectives and Scope of Activities: Pursuant to subsection 550B(c)(1) of the FY 2020 NDAA, the DAC-PSM shall provide independent advice and recommendations on the prevention of sexual assault (including rape, forcible sodomy, other sexual assault, and other sexual misconduct (including behaviors on the sexual assault continuum of harm)) involving members of the Armed Forces and the policies, programs, and practices of each Military Department, each Armed Force, and each Military Service Academy for the prevention of sexual assault. Pursuant to section 535 of the FY 2021 NDAA, "Military Service Academy" includes the United States Coast Guard Academy (USCGA).

In accordance with a September 30, 2021 decision by the then-Secretary of Defense, the DAC-PSM will expand its review of the prevention of sexual assault policies, programs, and practices at each Military Service Academy to include reviewing similar matters at all DoD educational institutions and training facilities.
4. Description of Duties: Pursuant to subsection 550B(c)(2) of the FY 2020 NDAA, as amended by subsections 533(1) and (2) of the FY 2021 NDAA, the DAC-PSM shall review, on an ongoing basis, the following:
 - a. Closed cases involving allegations of sexual assault, as defined in subsection 550B(c)(1) of the FY 2020 NDAA;
 - b. Efforts of institutions of higher education to prevent sexual assault and sexual harassment among students;
 - c. Efforts among private employers to prevent sexual assault and sexual harassment among their employees;
 - d. Evidence-based studies on the prevention of sexual assault and sexual harassment in the Armed Forces, institutions of higher education, and the private sector; and
 - e. Any other information or matters that the DAC-PSM or the Secretary of Defense considers appropriate.

In addition to the reviews required above, for purposes of providing advice to the Secretary of Defense, the DAC-PSM shall also consult and coordinate with the Defense Advisory Committee on Investigation, Prosecution, and Defense of Sexual Assault in the Armed Forces on matters of joint interest to the two advisory committees as directed by subsection 550B(c)(3) of the FY 2020 NDAA.

5. Agency or Official to Whom the Committee Reports: The DAC-PSM shall report to the Secretary of Defense and the Deputy Secretary of Defense (“the DoD Appointing Authority”), through the Under Secretary of Defense for Personnel and Readiness (USD(P&R)), who has the delegated authority to act upon the DAC-PSM’s advice and recommendations. In accordance with subsection 550B(d) of the FY 2020 NDAA, as amended by sections 534 and 535 of the FY 2021 NDAA, not later than March 30th of each year, the DAC-PSM shall submit a report on the activities of the DAC-PSM during the preceding year to the DoD Appointing Authority, the Committees on Armed Services and Commerce, Science, and Transportation of the Senate and the Committees on Armed Services and Transportation and Infrastructure of the House of Representatives.

In compliance with section 535 of the FY 2021 NDAA, the DAC-PSM shall advise the Secretary of Homeland Security, during times the U.S. Coast Guard is operating as a part of the Department of Homeland Security, on policies, programs, and practices of the USCGA.

6. Support: The Department of Defense (DoD), through the Office of the USD(P&R), provides the necessary support for the DAC-PSM and ensures compliance with the requirements of the FACA, the Government in the Sunshine Act (“the Sunshine Act”) (5 U.S.C. § 552b), governing Federal statutes and regulations, and DoD policy and procedures.

7. Estimated Annual Operating Costs and Staff Years: The estimated annual operating cost to include any travel, meetings, and contract or consultant support, is estimated to be approximately \$1,400,000.00. The estimated annual personnel cost to the DoD is 3.0 full-time equivalents.

8. Designated Federal Officer: The DAC-PSM’s Designated Federal Officer (DFO) shall be a full-time or permanent part-time DoD civilian officer or employee, or active-duty member of the Armed Forces, designated to serve in accordance with DoD policy and procedures.

The DAC-PSM’s DFO is required to attend all DAC-PSM meetings and subcommittee meetings for the entire duration of each meeting. However, in the absence of the DAC-PSM’s DFO, a properly approved Alternate DFO, duly designated to the DAC-PSM in accordance with DoD policy and procedures, shall attend the entire duration of all DAC-PSM and subcommittee meetings.

The DFO, or Alternate DFO, approves and calls all meetings of the DAC-PSM and its subcommittees; prepares and approves all meeting agendas; and adjourns any meeting

when the DFO, or the ADFO, determines adjournment to be in the public's interest or required by governing regulations or DoD policy and procedures.

9. Estimated Number and Frequency of Meetings: The DAC-PSM shall meet at the call of the DACPSM's DFO, in consultation with the DAC-PSM Chair and the USD(P&R). The estimated number of DAC-PSM meetings is two per year.

10. Duration: The need for this advisory function is on a continuing basis; however, it is subject to renewal every two years.

11. Termination: In accordance with subsection 550B(f) of the FY 2020 NDAA, the DAC-PSM shall terminate on the date that is five years after the date of the establishment of the DAC-PSM pursuant to subsection 550B(a) of the FY 2020 NDAA. Should the Secretary of Defense determine that continuation of the DAC-PSM after that date is advisable and appropriate, the Secretary shall notify the Committees on Armed Services of the Senate and the House of Representatives of that determination.

12. Membership and Designation: In accordance with subsection 550B(b)(1) of the FY 2020 NDAA, the DAC-PSM shall consist of not more than 20 members, appointed by the Secretary of Defense from among individuals who have an expertise appropriate for the work of the DAC-PSM, including at least one individual with each expertise as follows:

- a. The prevention of sexual assault and behaviors on the sexual assault continuum of harm;
- b. Adverse behaviors, including the prevention of suicide and the prevention of substance abuse;
- c. The change of culture of large organizations; or
- d. Implementation science.

In accordance with subsection 550B(b)(2) of the FY 2020 NDAA, individuals appointed to the DAC-PSM may include individuals with experience in sexual assault prevention efforts of institutions of higher education, public health officials, and such other individuals as the Secretary of Defense considers appropriate. As further described in subsection 550B(b)(3) of the FY 2020 NDAA, no active duty member of the Armed Forces, as defined by 10 U.S.C. § 101(a)(4), shall be appointed as a DAC-PSM member.

The appointment of DAC-PSM members shall be approved by the DoD Appointing Authority for a term of service of one-to-four years, with annual renewals, in accordance with DoD policy and procedures. No member, unless approved by the DoD Appointing Authority, may serve more than two consecutive terms of service on the DAC-PSM, to include its subcommittees, or serve on more than two DoD Federal advisory committees at one time.

DAC-PSM members who are not full-time or permanent part-time Federal civilian officers or employees, or active-duty members of the Uniformed Services, shall be

appointed as experts or consultants pursuant to 5 U.S.C. § 3109 to serve as special government employee (SGE) members. DAC-PSM members who are full-time or permanent part-time Federal civilian officers or employees, or active-duty members of the Uniformed Services (excluding the Armed Forces), shall be designated pursuant to 41 C.F.R. § 102-3.130(a) to serve as regular government employee (RGE) members.

All DAC-PSM members are appointed to exercise their own best judgment on behalf of the DoD, without representing any particular points of view, and to discuss and deliberate in a manner that is free from conflicts of interest. With the exception of reimbursement of official DAC-PSM-related travel and per diem, DAC-PSM members serve without compensation.

The DoD Appointing Authority shall appoint the DAC-PSM's leadership from among the membership previously approved to serve on the DAC-PSM in accordance with DoD policy and procedures, for a term of service of one-to-two years, with annual renewal, which shall not exceed the member's approved DAC-PSM appointment.

13. Subcommittees: The DoD, when necessary and consistent with the DAC-PSM's mission and DoD policy and procedures, may establish subcommittees, task forces, task groups, or working groups ("subcommittee") to support the DAC-PSM. Establishment of subcommittees will be based upon a written determination, to include terms of reference (ToR), by the DoD Appointing Authority or the USD(P&R), as the DAC-PSM's Sponsor.

All DAC-PSM subcommittees shall operate in accordance with the FACA, the Sunshine Act, governing Federal statutes and regulations, and DoD policy and procedures. Any subcommittees shall terminate when the DAC-PSM is terminated.

Such subcommittees shall not work independently of the DAC-PSM and shall report all their recommendations and advice solely to the DAC-PSM for its thorough discussion and deliberation at a properly noticed and open meeting, unless it must be closed in accordance with the Sunshine Act. Subcommittees have no authority to make decisions or recommendations, orally or in writing, on behalf of the DAC-PSM. Neither the subcommittee nor any of its members may provide updates or reports, orally or in writing, directly to the DoD or to any Federal civilian officer or employee, or members of the Uniformed Services. If a majority of DAC-PSM members are appointed to a particular subcommittee, then that subcommittee may be required to operate pursuant to the same notice and openness requirements of the FACA which govern the DAC-PSM's operations.

Individual appointments to serve on DAC-PSM subcommittees shall be approved by the DoD Appointing Authority for a term of service of one-to-four years, with annual renewals, in accordance with DoD policy and procedures. No member shall serve more than two consecutive terms of service on the subcommittee without prior approval from the DoD Appointing Authority. Subcommittee members who are not full-time or permanent part-time Federal civilian officers or employees, or active duty members of the Uniformed Services, shall be appointed as experts or consultants pursuant to 5

U.S.C. § 3109 to serve as SGE members. Subcommittee members who are full-time or permanent parttime Federal civilian officers or employees, or active-duty members of the Uniformed Services, shall be designated pursuant to 41 C.F.R. § 102-3.130(a) to serve as RGE members.

Each subcommittee member is appointed to exercise their own best judgment on behalf of the DoD, without representing any particular points of view, and to discuss and deliberate in a manner that is free from conflicts of interest. With the exception of reimbursement for travel and per diem related to the DAC-PSM or its subcommittees, subcommittee members shall serve without compensation.

The DoD Appointing Authority shall appoint the subcommittee leadership from among the membership previously approved to serve on the subcommittee in accordance with DoD policy and procedures, for a term of service of one-to-two years, with annual renewal, which shall not exceed the subcommittee member's approved subcommittee appointment.

14. Recordkeeping: The records of the DAC-PSM and its subcommittees will be handled in accordance with Section 2, General Records Schedule 6.2, Federal Advisory Committee Records and governing DoD policies and procedures. These records will be available for public inspection and copying, subject to the Freedom of Information Act (5 U.S.C. § 552).

15. Filing Date: November 30, 2022

APPENDIX B

MEMBERSHIP BALANCE PLAN

Membership Balance Plan

Agency: Department of Defense (DoD)

1. Authority: The Secretary of Defense, pursuant to section 550B of the National Defense Authorization Act for Fiscal Year 2020 (“the FY 2020 NDAA”) (Public Law 116-92), as amended by sections 533 - 535 of the National Defense Authorization Act for Fiscal Year 2021 (“the FY 2021 NDAA”) (Public Law 116-283), and in accordance with the Federal Advisory Committee Act (FACA) (5 U.S.C., Appendix) and 41 C.F.R. § 102- 3.50(a), established the Defense Advisory Committee for the Prevention of Sexual Misconduct (DAC-PSM) as a non-discretionary advisory committee.
2. Mission/Function: Pursuant to subsection 550B(c)(1) of the FY 2020 NDAA, the DAC-PSM shall provide the Secretary of Defense and the Deputy Secretary of Defense (“the DoD Appointing Authority”), through the Under Secretary of Defense for Personnel and Readiness (USD(P&R)), independent advice and recommendations on the prevention of sexual assault (including rape, forcible sodomy, other sexual assault, and other sexual misconduct (including behaviors on the sexual assault continuum of harm)) involving members of the Armed Forces and the policies, programs, and practices of each Military Department, each Armed Force, and each Military Service Academy for the prevention of sexual assault. Pursuant to section 535 of the FY 2021 NDAA, “Military Service Academy” includes the United States Coast Guard Academy (USCGA).

Pursuant to subsection 550B(c)(2) of the FY 2020 NDAA, as amended by subsections 533(1) and (2) of the FY 2021 NDAA, the DAC-PSM shall review, on an ongoing basis, the following:

- a. Closed cases involving allegations of sexual assault, as defined in subsection 550B(c)(1) of the FY 2020 NDAA;
- b. Efforts of institutions of higher education to prevent sexual assault and sexual harassment among students;
- c. Efforts among private employers to prevent sexual assault and sexual harassment among their employees;
- d. Evidence-based studies on the prevention of sexual assault and sexual harassment in the Armed Forces, institutions of higher education, and the private sector; and
- e. Any other information or matters that the DAC-PSM or the Secretary of Defense considers appropriate.

In accordance with a September 30, 2021 decision by the then-Secretary of Defense, the DAC-PSM will expand its review of the prevention of sexual assault policies, programs, and practices at each Military Service Academy to include reviewing similar matters at all DoD educational institutions and training facilities.

In addition to the reviews required by subsection 550B(c)(2) of the FY 2020 NDAA, for purposes of providing advice to the Secretary of Defense, the DAC-PSM shall also consult and coordinate with the Defense Advisory Committee on Investigation, Prosecution, and Defense of Sexual Assault in the Armed Forces on matters of joint interest to the two advisory committees as directed by subsection 550B(c)(3) of the FY 2020 NDAA.

In compliance with section 535 of the FY 2021 NDAA, the DAC-PSM shall advise the Secretary of Homeland Security, during times the U.S. Coast Guard is operating as a part of it, on policies, programs, and practices of the USCGA.

In accordance with subsection 550B(d) of the FY 2020 NDAA, as amended by sections 534 and 535 of the FY 2021 NDAA, not later than March 30th of each year, the DAC-PSM shall submit a report on the activities of the DAC-PSM during the preceding year to the DoD Appointing Authority, the Committees on Armed Services and Commerce, Science, and Transportation of the Senate and the Committees on Armed Services and Transportation and Infrastructure of the House of Representatives.

3. Points of View: In accordance with subsection 550B(b) of the FY 2020 NDAA, the DAC-PSM shall consist of not more than 20 members, appointed by the Secretary of Defense from among individuals who have an expertise appropriate for the work of the DAC-PSM, including at least one individual with each expertise as follows:
 - a. The prevention of sexual assault and behaviors on the sexual assault continuum of harm;
 - b. Adverse behaviors, including the prevention of suicide and the prevention of substance abuse;
 - c. The change of culture of large organizations; or
 - d. Implementation science.

In accordance with subsection 550B(b)(2) of the FY 2020 NDAA, individuals appointed to the DAC-PSM may include individuals with experience in sexual assault prevention efforts of institutions of higher education, public health officials, and such other individuals as the Secretary of Defense considers appropriate. As further described in subsection 550B(b)(3) of the FY 2020 NDAA, no active-duty member of the Armed Forces, as defined by 10 U.S.C. § 101(a)(4), shall be appointed as a DAC-PSM member.

DAC-PSM members who are not full-time or permanent part-time federal civilian officers or employees, or active-duty member of the Uniformed Services, shall be appointed as experts or consultants pursuant to 5 U.S.C. § 3109 to serve as special government employee (SGE) members. DAC-PSM members who are full-time or

permanent part-time Federal civilian officers or employees, or active-duty members of the Uniformed Services (excluding the Armed Forces), shall be designated pursuant to 41 C.F.R. § 102-3.130(a) to serve as regular government employee (RGE) members. The DoD, unless otherwise provided for by statute or Presidential directive, does not use representative members on DoD established or supported advisory committees.

The DoD, in evaluating candidates for DAC-PSM membership, considers the candidate's educational and professional experience concerning the subject matters expected to be handled by the DAC-PSM. The DoD has found that viewing the complex issues facing the DoD through a multidisciplinary advisory committee provides the DoD and, more importantly, the American public with a broader understanding of the issues informing subsequent policy decisions.

Membership shall be fairly balanced in terms of points of view represented and the functions to be performed by the DAC-PSM. The DAC-PSM's membership balance is not static, and the DoD Appointing Authority may change the membership based upon work assigned to the DAC-PSM by the DoD Appointing Authority or the USD(P&R), the DoD Sponsor.

Each member, based upon his or her individual experiences, exercises their own best judgment concerning matters before the DAC-PSM, does not represent any particular point of view, and discusses and deliberates in a manner that is free from conflicts of interest.

4. Other Balance Factors: N/A
5. Candidate Identification Process: The DoD, in selecting potential candidates for the DAC-PSM, accepts nominations from within and suggested nominations through the DAC-PSM's Designated Federal Officer (DFO) from without. The Department reviews the educational and professional credentials of individuals with expertise on matters relating to the prevention of sexual misconduct and bases its selection on this review and the subject matters being handled by the DAC-PSM.

The DAC-PSM's DFO, in consultation with the Director, Sexual Assault Prevention and Response Office, Office of Force Resiliency, Office of the USD(P&R) (OUSD(P&R)) and the Senior Prevention Advisor, Office of Force Resiliency, OUSD(P&R), shall review the credentials of each potential candidate and develop a slate of highly qualified candidates designed to create a multi-disciplinary team reflecting a diversity of background, perspective, and experience. The DFO will forward the slate of candidates to the USD(P&R) for consideration. The USD(P&R), in consultation with the Special Assistant to the Secretary of Defense for White House Liaison, reviews the list of potential candidates, and in such review, the USD(P&R) strives to achieve a balance between the professional credentials of the individuals and the near-term subjects to be reviewed by the DAC-PSM to achieve a membership that is diverse and inclusive, both in terms of the points of view to be represented and the functions to be performed by the DAC-PSM.

Before formal nominations are made to the DoD Appointing Authority, the list of potential nominees shall undergo a review by the DoD Office of General Counsel and the DoD Advisory Committee Management Officer (ACMO) to ensure compliance with Federal and DoD governance requirements, including compliance with the DAC-PSM's statute, charter, and membership balance plan. Following this review, the DoD ACMO prepares the appropriate DoD Appointment Approval Instrument for the Director of Administration and Management who submits it to the DoD Appointing Authority for approval.

Following approval by the DoD Appointing Authority, the candidates must complete appointment paperwork and training, to include any financial disclosure or other ethics requirements stipulated by the Office of Government Ethics (OGE) for advisory committee members.

All DAC-PSM members are appointed for a term of service of one-to-four years, with annual renewals. No member, unless approved by the DoD Appointing Authority, may serve more than two consecutive terms of service on the DAC-PSM, including its subcommittees. Membership vacancies for the DAC-PSM will be filled in the same manner as described above.

6. Subcommittee Balance: The DoD, when necessary and consistent with the DAC-PSM's mission and DoD policy and procedures, may establish subcommittees, task forces, task groups, or working groups ("subcommittee") to support the DAC-PSM.

Individuals considered for appointment to any subcommittee of the DAC-PSM may come from members of the DAC-PSM or from new nominees, as recommended by the USD(P&R) and based upon the subject matters under consideration. Pursuant to DoD policy and procedures, the USD(P&R) and DFO shall follow the procedures described above in Section 5 to appoint individuals to a subcommittee.

Subcommittee members shall be appointed for a term of service of one-to-four years, with annual renewals; however, no member will serve more than two consecutive terms of service on a subcommittee unless previously approved by the DoD Appointing Authority. Subcommittee members who are not full-time or permanent part-time Federal civilian officers or employees, or active-duty members of the Uniformed Services, shall be appointed as experts or consultants pursuant to 5 U.S.C. § 3109 to serve as SGE members. Subcommittee members who are full-time or permanent part-time Federal civilian officers or employees, or active-duty members of the Uniformed Services, shall be designated pursuant to 41 C.F.R. § 102-3.130(a) to serve as RGE members.

7. Other: As nominees are considered for appointment to the DAC-PSM, the DoD adheres to the Office of Management and Budget's Revised Guidance on Appointment of Lobbyists to Federal Advisory Committees, Committees, and Commissions (79 FR 47482; August 13, 2014) and the rules and regulations issued by OGE.
8. Date Prepared: November 30, 2022

APPENDIX C

EXPERIENCE OF DAC-PSM MEMBERS

The Honorable Gina Grosso, DAC-PSM Chair

Other Positions, Employment, Community Involvement	<ul style="list-style-type: none"> ▪ Assistant Secretary for Human Resources and Administration/Operations, Security, and Preparedness at U.S. Department of Veterans Affairs ▪ Former Vice President, Air Force Programs, Golden Key Group
Prior DoD or Relevant Federal Agency Experience	<ul style="list-style-type: none"> ▪ Retired from the Air Force at the rank of Lieutenant General after 32 years of service ▪ One of 45 3-star leaders and one of four women Air Force Lieutenant Generals ▪ Last assignment: USAF Chief Human Capital Officer and Deputy Chief of Staff for Manpower, Personnel and Services ▪ Former Director of the Air Force Sexual Assault Prevention and Response (SAPR) Office
Military & Civilian Education	<ul style="list-style-type: none"> ▪ Fellow, Weatherhead Center for International Affairs, Harvard University ▪ Master of Arts, National Security and Strategic Studies, U.S. Naval War College ▪ Master of Business Administration, College of William and Mary ▪ Bachelor of Science, Applied Mathematics & Industrial Management, Carnegie-Mellon University
Achievements, Awards, Recognition	<ul style="list-style-type: none"> ▪ Defense Superior Service Medal ▪ Legion of Merit with two oak leaf clusters ▪ Meritorious Service Medal with three oak leaf clusters ▪ Army Commendation Medal and Air Force Commendation Medal

Dr. Antonia Abbey, Ph.D.

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

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

Dr. Victoria Banyard, Ph.D.

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

Dr. Dorothy Edwards, Ph.D.

Other Positions, Employment, Community Involvement	<ul style="list-style-type: none">▪ President at Alteristic, Inc.▪ Former Executive Director at University of Kentucky Violence Intervention and Prevention (VIP) Center
Prior DoD or Relevant Federal Agency Experience	<ul style="list-style-type: none">▪ 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
Military & Civilian Education	<ul style="list-style-type: none">▪ Doctor of Philosophy, Counseling Psychology, Texas Woman's University▪ Master of Arts, Counseling Psychology, Texas Woman's University▪ Bachelor of Arts, Psychology, University of South Florida

Dr. Armando Estrada, Ph.D.

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

Ms. Stephanie Gattas

Other Positions/ Employment/ Community Involvement	<ul style="list-style-type: none">▪ Executive Director and Founder of The Pink Berets▪ Chair of Policy Committee on Mental Health & Wellness at the Military Women's Coalition▪ Member of Department of Veterans Affairs Sexual Assault and Harassment Prevention Workgroup
Prior DoD or Relevant Federal Agency Experience	<ul style="list-style-type: none">▪ Served in United States Navy for 8 years (1994-2002)
Military & Civilian Education	<ul style="list-style-type: none">▪ All Women's Cohort, Yale University▪ Master of Business Administration, University of Incarnate Word
Achievements/ Awards/ Recognition	<ul style="list-style-type: none">▪ 2021 Daily Point of Light Award▪ 2020 L'Oréal Paris Women of Worth Honoree▪ 2019 San Antonio Women's Chamber Nonprofit of the Year

Dr. Debra Houry, M.D.

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

Dr. Lindsay Orchowski, Ph.D.

Other Positions, Employment, Community Involvement	<ul style="list-style-type: none">▪ Associate Professor (Research) at The Alpert Medical School of Brown University▪ Deputy Title IX Coordinator at The Alpert Medical School of Brown University▪ Co-Founder, Collaborative for Comprehensive Campus Sexual Violence Prevention
Prior DoD or Relevant Federal Agency Experience	<ul style="list-style-type: none">▪ Grant Reviewer, Department of Defense Broad Agency Announcements▪ Multi Department of Defense grant recipient to address issues of sexual assault and sexual victimization prevention within the military▪ Presenter at Department of Air Force and US Air Force Academy National Discussion on Sexual Assault and Sexual Harassment▪ Presenter at Women Army Medical Center Research Symposium▪ Presenter at Military Health System Research Symposium
Military & Civilian Education	<ul style="list-style-type: none">▪ Doctor of Philosophy, Clinical Psychology, Ohio University▪ Master of Science, Clinical Psychology, Ohio University▪ Bachelor of Arts, Psychology and Women's Studies, Dartmouth College
Achievements, Awards, Recognition	<ul style="list-style-type: none">▪ 2020 Rhode Island Senate and House of Representatives Doctor of Distinction Honoree▪ 2019 Brown University Department of Psychiatry and Human Behavior Travel Award for Academic Leadership▪ 2019 Rhode Island Hospital Bruce M. Selya Award for Excellence in Research

Dr. John Pryor, Ph.D.

Other Positions, Employment, Community Involvement	<ul style="list-style-type: none">▪ Emeritus Distinguished Professor at Illinois State University
Prior DoD or Relevant Federal Agency Experience	<ul style="list-style-type: none">▪ Multi-grant recipient from Department of Defense and Department of Veterans Affairs to research consequences of sexual harassment in the military▪ Member of US Air Force Panel to review Air Force Compatibility Assessment▪ Social Science Analyst for Defense Mapping Agency, Equal Opportunity Division

	<ul style="list-style-type: none"> ▪ Faculty Research Associate at Defense Equal Opportunity Management Institute
Military & Civilian Education	<ul style="list-style-type: none"> ▪ Doctor of Philosophy, Psychology, Princeton University ▪ Master of Arts, Psychology, Princeton University ▪ Bachelor of Arts, Psychology, University of Texas at Austin
Achievements, Awards, Recognition	<ul style="list-style-type: none"> ▪ Outstanding University Researcher Award, Illinois State University

Dr. Joann Wu Shortt, Ph.D.

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

Ms. Jennifer Silva

Other Positions, Employment, Community Involvement	<ul style="list-style-type: none"> ▪ Chief Program Officer, Wounded Warrior Project
Prior DoD or Relevant Federal Agency Experience	<ul style="list-style-type: none"> ▪ 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
Military & Civilian Education	<ul style="list-style-type: none"> ▪ Bachelor of Science, Psychology, United States Military Academy at West Point
Achievements, Awards, Recognition	<ul style="list-style-type: none"> ▪ 2020 Jacksonville Business Journal Woman of Influence Honoree

Dr. Amy Smith Slep, Ph.D.

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

Ms. Glorina Stallworth

Other Positions, Employment, Community Involvement	<ul style="list-style-type: none">▪ Branch Head at North Carolina Department of Health and Human Services' Division of Public Health
Prior DoD or Relevant Federal and State Agency Experience	<ul style="list-style-type: none">▪ Oversaw distribution of funding from Centers of Disease Control and Prevention (CDC) to community-based organizations to implement sexual violence prevention programming▪ Former Prevention Unit Manager at North Carolina Department of Health and Human Services' Division of Public Health▪ Former Rape Prevention and Education Program Manager and Family Violence Prevention Coordinator at North Carolina Department of Health and Human Services
Military & Civilian Education	<ul style="list-style-type: none">▪ Bachelor of Science, Social Work, University of Tennessee, Knoxville
Achievements, Awards, Recognition	<ul style="list-style-type: none">▪ Board Chair, North Carolina Victim's Assistance Network▪ Co-Chair, North Carolina Sexual Violence Prevention Team▪ Certified Qualified Mental Health Professional and Qualified Developmental Disabilities Professional in Child and Adult Mental Health