

**Military Family Readiness Council Meeting Minutes**  
**The Pentagon Conference Center, Room B6**  
**May 1, 2013**  
**2:30 p.m. to 4:00 p.m.**

**Council members present:**

The Honorable Jessica L. Wright, Acting Under Secretary of Defense (Personnel and Readiness)  
(Chair)

Master Chief Michael Stevens, Master Chief Petty Officer of the Navy

Lieutenant General Stanley Clarke III, Director, Air National Guard

Mr. Charles E. Milam, Director, Office of Community Support for Military Families with  
Special Needs

Mrs. Jeanne Chandler, Spouse of Sergeant Major of the Army Raymond F. Chandler, United  
States Army (USA)

Mrs. Christina Vine, Army Spouse

Mrs. Emily Fertitta, United States Marine Corps (USMC) Reserve Spouse

Mrs. Jennifer Mancini, Navy Spouse (via teleconference)

Mrs. Jeanne Benden, Air National Guard Spouse

Ms. Kathleen B. Moakler, National Military Family Association (NMFA)

Ms. Sherri L. Brown, American Red Cross

Ms. Noeleen Tillman, Blue Star Families (via teleconference)

**Personnel representing Council members:**

Ms. Diane Randon, Deputy Assistant Chief of Staff for Installation Management, representing  
LTG Ferriter, USA

Mrs. Sheryl Murray, Assistant Deputy Commandant for Manpower and Reserve Affairs,  
representing LtGen Milstead, USMC

Rear Admiral Martha Herb, Director of Personnel Readiness and Community Support  
representing VADM Van Buskirk, USN

Mr. Horace Larry, Deputy, Directorate of Services (AF/A1S), representing Lt Gen Jones, USAF  
Sergeant Major Craig Cressmann, H&S Battalion SgtMaj, HQMC, representing Sergeant Major  
Barrett, USMC

**Staff of Military Community & Family Policy present:**

Ms. Barbara Thompson, Director, Family Policy, Children & Youth

Commander Chris Davis, USN, Designated Federal Officer (DFO)

Ms. Judith Dekle, Office of Family Policy, Children & Youth

Dr. Edward W. Tyner, Office of Community Support for Military Families with Special Needs

Mr. Michael Kelly, Director, Resale and NAF Policy

**Advisors present:**

RDML Dwight D. Shepherd, Director, J1, Joint Staff

Mr. Adrian Talley, Principal Deputy Director, Department of Defense Education Activity  
(DoDEA)

Dr. Jack Smith, Office of the Assistant Secretary Of Defense (Health Affairs)

Mr. Alex Baird, Principal Deputy Director, Family and Employer Programs and Policy, Office of the Assistant Secretary of Defense (Reserve Affairs),  
Mr. Anthony Wickham, National Guard Bureau Family Programs  
Ms. Virginia S. Penrod, Deputy Assistant Secretary of Defense (Military Personnel Policy)  
Mr. Fred E. Vollrath, Assistant Secretary of Defense (Readiness & Force Management)  
Mr. David G. White, U.S. Army Health Promotion Risk Reduction Program Portfolio Manager

### **1. Welcome, Council Membership, Meeting Guidance, and Council Requirements**

The meeting was called to order by Council Chair, the Honorable Jessica L. Wright, Acting Under Secretary of Defense (Personnel and Readiness).

Mrs. Wright welcomed everyone. In her introduction she discussed the Joining Forces Campaign with the White House, policy guidance on extending benefits to Same-Sex Domestic Partners, and the kickoff of the Healthy Base Initiative (HBI). She acknowledged that April was the month of the Military Child, Child Abuse Prevention Month, and Sexual Assault Awareness Month. She then welcomed the newest Council member, Lieutenant General Stanley Clarke III, Director, Air National Guard. CDR Davis, DFO, reviewed Council meeting guidance and requirements, stating that only appointed Council members can vote and that designated advisors are authorized to share facts or opinions if called upon by the Council. He introduced the new web page for the Military Family Readiness Council (MFRC) that is found on Military OneSource. This web page can be found at: <http://www.militaryonesource.mil/those-who-support-mfrc>. CDR Davis also presented the agenda for the meeting. Mrs. Chandler asked about the process for the meeting minutes. CDR Davis clarified that the council has 90 days to release the meeting minutes and that the minutes are reviewed by Office of the Secretary of Defense Office of General Counsel to ensure Federal Advisory Committee Act compliance. CDR Davis also agreed to expedite the minutes.

### **2. Policy Changes Since the Last Meeting (January 22, 2013)**

- a. CDR Davis presented the Department of Defense (DoD) family policy changes since January 22, 2013. The policy changes presented are in Enclosure 1 to these minutes.
- b. Ms. Moakler asked if these policies had been implemented yet. CDR Davis stated that all of the items with dates were implemented on the date shown. Mrs. Wright brought up that the first item on the list (draft policy guidance to the Services on extension of benefits to Same-Sex Domestic Partners) involves changing many other policies before it can be fully implemented. In this particular case, the policy has been changed but the implementation has not been completed yet.
- c. It was agreed that implementation dates would be included on all policy changes presented to the Council at future meetings.
- d. A question was asked of Ms. Randon regarding what the AR608-1, "Army Community Service" was. Ms. Randon replied that it was the Army regulation that defines Army Community Service programs and provides guidance for the implementation of those programs. CDR Davis also added that the policy change also incorporated changes that were mandated in DoD Instruction 1342.22, "Military Family Readiness."

### **3. Clarification of Program Data Call, and Update on the Common Services Task Force**

- a. CDR Davis tried to clear up the confusion concerning the data call that was conducted to help develop the recommendations that the Council included in their annual report for fiscal year 2012.
  - 1) It was a 10,000-foot view of the Services' efforts to evaluate their programs.
  - 2) The data call was a status update to inform MFRC members; it was not an in-depth review of each program.
  - 3) The data call requested information on whether the family programs were research-based or based on a research-based program, whether they had been evaluated within the last 12 months, and whether they collected process data, outcome data, or both.
  - 4) A Council member asked if the thrust of the recommendations made were a systematic look at program evaluation. CDR Davis stated the intent of the recommendation was for DoD to improve the evaluation plans for the family programs to include outcome data that looks at whether the program is meeting the original intent the program was created to meet.
- b. Mr. Mike Kelly, the Executive Director of the Common Services Task Force for Service Member Support and Family Programs, provided an update on the Common Services Task Force.
  - 1) The Task Force reviews the total cost and methods of providing common services for military member and family support programs DoD-wide.
  - 2) It seeks to identify actions that:
    - (a) Improve effectiveness
    - (b) Increase economies of program delivery
    - (c) Reduce related overhead expenses
  - 3) The Task Force focuses on the "how" rather than the "what":
    - (a) Overhead functions that support field programs
    - (b) Common services across spectrum of programs
    - (c) Higher headquarters (above base level)
  - 4) The Task Force focuses on processes that are transparent to the end user, rather than program content and delivery.
  - 5) Involves collaboration at the Service level, rather than four independent paths to a similar goal.
  - 6) Efficiencies and cost savings are a byproduct, rather than the primary driver of the Task Force.
- c. Mr. Kelly also discussed the difference between the Military Compensation and Retirement Modernization Commission and the Task Force on Common Services.
  - 1) The Commission focuses on the "what" and how OSD can support at the headquarters level.
  - 2) The Commission is broken into three working groups: Military Retirement, Health Care, and Quality of Life.
  - 3) Areas the Commission will focus on:
    - (a) Military Community & Family Policy portfolio
    - (b) Pay and retirement

- (c) Health benefits
  - (d) Family housing
  - (e) Commissary and exchange
  - (f) Dependent schools
- 4) The life cycle of the Commission is 26 months.
  - 5) Mrs. Wright added that the Commission should be appointed by June 1, 2013. The first meeting will be sometime after June. The Commission will provide recommendations to the Secretary of Defense.
  - 6) The Council strongly recommended outreach to the Council on these efforts.
  - 7) Ms. Brown mentioned that reviewing information upon completion of any DoD initiative is not satisfactory. An information briefing to the Council, while an initiative is underway, is permissible as long as it is within the limits of the Council's mandate and Charter.

#### 4. Review of Recommendations

- a. CDR Davis stated that the Council needs to start identifying recommendations to include in its annual report for FY 2013. He began by reviewing the FY 2012 recommendations. These recommendations were:
  - 1) Review existing programs and prepare them for full-scope program evaluation.
  - 2) Include evaluation components when a new program is developed and implemented. When possible, these programs should be modeled on research based programs.
  - 3) Include funding for assessment in the program's budget.
  - 4) Standardize the Exceptional Family Member Program (EFMP) across the Services.
- b. When these recommendations were chosen, the Council agreed that they would continue to refine them during 2013. Two of the recommendations (#2 and #3) were straightforward, while two of them (#1 and #4) could be refined further. At the last meeting, the question was asked, "What exactly does 'prepare a program for full scope evaluation' mean?" To demonstrate how the DoD is preparing programs for full scope evaluation, two briefs were given.
  - 1) Ms. Judi Dekle, OSD Military Community and Family Policy (MCFP), briefed the Council on the Family Readiness Program Evaluation Plan Development Project.
    - a) MC&FP has collaborated with the Penn State University Clearinghouse for Military Family Readiness to develop evaluation plans for family readiness programs. The Clearinghouse is grant funded by the DoD National Institute of Food and Agriculture.
    - b) All of the Services were involved.
    - c) The objective is to create evaluation plans for family readiness in the following Services' selected program areas:
      - (1) Life Skills Education (1 program)
      - (2) Mobilization and Deployment (2 programs)
      - (3) Financial Readiness (3 programs)
      - (4) New Parent Support Program (all Services participating)
    - d) All of the evaluation plans would be finalized by December 2013.

- e) A Council member asked if the program evaluation is the same as an accreditation plan. Ms. Dekle replied that it was not. This project is designed to develop a plan for program evaluation. This is the first step of the program evaluation process.
  - f) The Services can replicate the program evaluation for other programs. Penn State University designs program evaluation plans to be generalized enough to be applied to other programs. For example, the Army financial support programs can be replicated to the Air Force and Navy programs.
- 2) Mr. David White, the Army Health Promotion Risk Reduction (HP/RR) Program Portfolio Manager, briefed the Council on the Portfolio Capabilities Assessment.
- a) The mission was to develop an Army Health Promotion Risk Reduction Portfolio fully supported by evidence-based programs providing effectiveness, quality, accountability, and efficiency established through a program evaluation process.
  - b) The goals of the Portfolio Capabilities Assessment are to:
    - (1) Develop a process for program evaluation to promote evidence-based practices and outcome based execution.
    - (2) Provide senior Army leadership with actionable information to advocate for / make decisions regarding maximum effective health promotion and risk reduction programs.
    - (3) Identify requirements for future program evaluation efforts.
    - (4) Increase collaboration among programs in the portfolio.
    - (5) Create a Balanced HP/RR Portfolio; and a Ready and Resilient Campaign Portfolio.
  - c) Overall: There was a significantly higher response rate than the first round of the review and a greater engagement of the process from the programs (103/104 programs submitted some documentation of program evaluation efforts). Initial Findings were:
    - (1) 67% of the programs were supported by a documented needs assessment.
    - (2) 48% of the programs were supported by past research demonstrating that the program is likely to achieve target HP/RR outcomes.
    - (3) 41% of the programs are currently collecting data to demonstrate impact on HP/RR outcomes.
    - (4) 87% of the programs show at least preliminary evidence of effectiveness through outcome evaluation.
    - (5) 33% of the programs demonstrate that they collaborate with other programs in the portfolio.
    - (6) 62% of the programs show at least preliminary evidence that they are delivering their target services through process evaluation.
    - (7) 58% of the programs show at least preliminary evidence that they are reaching their target population through process evaluation.
- 3) To show the current standardization efforts for the Exceptional Family Member Program (EFMP) as recommended in Recommendation #4, Dr. Ed Tyner of the

Office of the Secretary of Defense (OSD) Office for Community Support for Families with Special Needs briefed the Council.

- a) EFMP was originally designed to assist with the assignment coordination of families.
- b) Currently, each Service has its own program.
- c) Current efforts to standardize the EFMP Program include:
  - (1) Developing DoD Instruction 1315.19 as standardized DoD EFMP policy.
  - (2) Conducting a multi-year functional analysis of EFMP.
  - (3) Identify areas of potential improvement and standardization across EFMP processes, policies, and IT systems.
- d) All Services deliver core support services to military families, including:
  - (1) Information and referral (I&R) for military and community services.
  - (2) Non-clinical case management, including Individualized Services Plans.
  - (3) Education and training about issues facing the family.
  - (4) “Warm hand-off”: Transition support for EFMP families when moving to their next duty location.
- e) Services may deliver additional support depending upon their location and resources.
- f) Mrs. Chandler asked, “When do you think that the standardization will happen?” Dr. Tyner replied, “This summer.”
- g) Mrs. Chandler also asked how the collaboration with the Services is going. Dr. Tyner responded that the Services want to see this happen as well.
- h) Dr. Tyner also explained that services provided by health care (TRICARE, Echo) are not part of this effort and are not considered part of EFMP family support. EFMP is primarily information and referral. Respite care was not a part of EFMP, either. Each Service has its own respite care service.

**5. Additional Items** – CDR Davis identified the written submissions that the Council received as part of their read-ahead package (Enclosure 2). Due to time limitations, the written submissions were not discussed. CDR Davis stated that answers to the questions in the written submissions were in the process of being pulled together for discussion at the next Council meeting. The items submitted were:

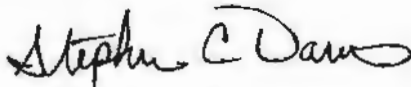
- a. American Military Partner Association, representing Lesbian, Gay, Bisexual, Transgender (LGBT) military families, provided the top five needs of LGBT military families.
- b. Ms. Kristina Kaufmann, Executive Director, Code of Support Foundation provided questions, concerns, and suggestions dealing with program evaluation and suicide prevention.
- c. Mrs. Valerie Walker recommended that DoD should reinvigorate the Advisory Council System at each and every installation, instead of assessing programs from the top-down or trying to make standards that may not fit every community.

- d. Association of the United States Army provided the results of their survey measuring the effectiveness of and familiarity with the Interstate Compact on Educational Opportunity for Military Children within the military community.
  - e. Military Spouse J.D. Network provided an information paper about their organization.
6. **Next Meeting** - The next meeting is scheduled for August 5, 2013 at 2:00-4:00 PM in the Pentagon Conference Center Room B6.
- a. The proposed agenda was presented and Mrs. Wright stated that she would solicit inputs from the Council members.
  - b. Mrs. Chandler stated that the Council wanted more information on DoD efforts to make family programs more accessible to National Guard and Reserve families. CDR Davis said he would add it to the agenda.
  - c. Ms. Moakler asked for a slide that showed what the Council is and what it is not to help clarify to Council members and the public the Council's role. The example she gave was that many people think the Council meeting is a town hall, when this is not the case. The Council Chair agreed, and CDR Davis agreed to put the slide together and get it to the Council Members. He will also post it on the new web page for the public to access.
7. **Meeting Conclusion** - The Honorable Jessica L. Wright adjourned the meeting at 4:11 PM.

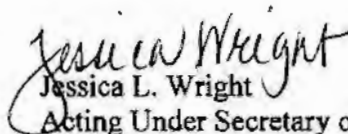
I hereby certify that, to the best of my knowledge, the foregoing minutes are accurate and complete.

Submitted by:

Certified by:



Stephen C. Davis  
Commander, United States Navy  
DFO, Military Family Readiness Council



Jessica L. Wright  
Acting Under Secretary of Defense  
for Personnel and Readiness  
Chair, Military Family Readiness Council

These minutes will be formally considered by the Council at its next meeting, and any corrections or notations will be incorporated in the minutes of that meeting.

# ENCLOSURE 1



**MAJOR POLICY CHANGES PERTAINING TO MILITARY FAMILY READINESS  
SINCE JANUARY 2013**

Policy Change	DoD Component	Summary
Draft policy guidance to the Services which contains the details on the extension of benefits to same-sex domestic partners	USD (P&R)	The Acting USD(P&R) has issued draft policy guidance to the Services which contains the details on the extension of benefits to same-sex domestic partners that the Services need to make changes to their issuances and regulations.
Department of Defense Instruction (DoDI) 6495.02 "Sexual Assault and Prevention Response (SAPR) Procedures", March 28, 2013	OSD	This newly published instruction is a revision to policy published in 2008 and updates policy responsibilities and procedures for the prevention response and care of victims and those accused of sexual assault. The policy defines who it is applicable to, including military dependents 18 years of age and older who are eligible for treatment in the military health care system (MHS) and who were victims of sexual assault perpetrated by someone other than a spouse or intimate partner; and DoD civilian employees and their family dependents 18 years of age and older when stationed OCONUS. There are detailed enclosures for healthcare, including followup care and for a sexual assault medical forensic examination.
Section 704 of NDAA 2013- expansion of the exceptions use of DoD funds for abortion procedures	OSD/TMA	Section 704 of NDAA 2013 expands the exceptions for the use of DoD funds to perform abortions to include pregnancies that resulted from rape or incest. A policy change has been issued by the ASD(HA), dated March 11, 2013 and the TRICARE Operations Manuals have been updated to allow for payment for these procedures. A note in the physicians record indicating that the pregnancy was the result of rape or incest is necessary for the payment to be approved in TRICARE facilities and is required in MTFs if the procedure is performed.

Policy Change	DoD Component	Summary
TRICARE Tobacco Cessation Benefit	TMA	<p>Section 713 of the 2009 NDAA required implementation of a smoking cessation program under TRICARE. Within this requirement were several key elements that included:</p> <ul style="list-style-type: none"> <li>• The availability, at no cost to the beneficiary, of pharmaceuticals used for smoking cessation, with a limitation on the availability of such pharmaceuticals to the national mail-order pharmacy program under the TRICARE program if appropriate</li> <li>• Access to a toll-free quit line that is available 24 hours a day, 7 days a week</li> <li>• Smoking cessation counseling</li> <li>• Access to printed and web-based tobacco cessation materials.</li> </ul> <p>To fully implement the intent of the NDAA a regulation change was required to remove the limitation on providing smoking cessation pharmaceuticals. The regulation change was recently published in the Federal Register on 27 February 2013.</p>
TRICARE Coverage of Applied Behavior Analysis (ABA) for Autism Spectrum Disorders (ASD) under the Basic Plan	TMA	<p>On July 26, 2012, the District Court for the District of Columbia ordered TRICARE to begin paying for ABA as a medical treatment for ASD under the Basic Program. Under the TRICARE Policy Manual (TPM) Chapter 7 Section 3.18, interim ABA coverage guidance, all claims for ABA are being paid with no annual cap for beneficiaries meeting the following criteria: (a) an ASD diagnosis; (b) diagnosis is made by an authorized ASD diagnosing provider; (c) ABA is provided by a Board Certified Behavior Analyst (BCBA) or doctoral-level Board Certified Behavior Analyst (BCBA-D) TRICARE authorized provider.</p>
Combat Operational Stress Control (MCO 5351.1, Feb 2013)	USMC	<p>The COSC program enables a cohesive ready force and promotes long-term health and well being among Marines, attached Sailors, and their family members. The COSC program assists commanders, Marines and attached Sailors, in maintaining warfighting capabilities by preventing, identifying, and managing the impacts of combat and operational stress on Marines and Sailors.</p>

Policy Change	DoD Component	Summary
Sexual Assault Prevention and Response Program (MCO 1752.5B, March 2013)	USMC	Revised to be in line with DoDI 6495.01 and incorporated recommendations from the Defense Task Force on Sexual Assault in the Military Services, the Government Accountability Office, National Defense Authorization Act and IGMC.
Family Care Plans (MCO 1740.13C, April 2013)	USMC	<ol style="list-style-type: none"> <li>1. The revised policy incorporates the enhancements to the Family Care Plan and establishes specific procedures for the Total Force and applicable DoD Civilian Expeditionary Workforce employees.</li> <li>2. Removed the requirement for Caregiver's Signature in accordance with DoDI 1342. 19, which requires only the Primary and Alternate Caregiver's information.</li> <li>3. Contains a FCP Dependent Category Matrix with examples of the most frequently occurring categories of dependents and their need for a Family Care Plan.</li> <li>4. Provides clarification on the administrative handling of Family Care Plans for Marines who PCS on Temporary Instruction (TEMINS) or Duty Under Instruction, (DUINS) Orders.</li> <li>5. Contains a Family Care Plan Certification Checklist which will replace (NAVMC 11800(11-11)). The original FCP Certification Checklist caused confusion in the field, due to its language and numerous legal requirements.</li> </ol>
Voting Assistance Program (MCO 1742.18, April 2013)	USMC	To publish policy, provide guidance, and assign responsibility for implementation of the Voter Assistance Program, and to provide assistance to military personnel, their family members, and civilian federal employees, and all qualified voters who have access to such installations offices in the exercising of their voting rights.

Policy Change	DoD Component	Summary
Member-designated benefits and guidance on benefits Changes (NAVADMIN 024/13, February 2013)	U.S. Navy	After a careful and comprehensive review of the benefits currently provided to the families of service members, undertaken since the repeal of Don't Ask Don't Tell (DADT), the Secretary of Defense recently announced his decision to extend certain benefits to same-sex partners. This message provides an overview of the timeline for implementation and lists the specific benefits to be authorized. NAVADMIN 024/13 Sexual Assault Prevention and Response Program (MCO 1752.5B, March 2013)
Updated requirements for Transition Goals, Plans, Succeed (TGPS) Updates (NAVADMIN 053/13, February 2013)	U.S. Navy	This is the second in a series of NAVADMINS regarding the changes in the Transition Goals, Plans, Succeed (TGPS) program. This NAVADMIN announces the updated requirements for the Transition Assistance Program (TAP) as mandated by law. NAVADMIN 053/13
Department of Defense Sexual Assault Advocate Certification Program changes (NAVADMIN 054/13, March 2013)	U.S. Navy	This NAVADMIN provides amplifying information on the requirements contained in The National Defense Authorization Act (NDAA) for FY-12. NDAA 2012 requires that on and after 1 October 2013, only members of the armed forces and civilian employees of the Department of Defense (DoD) may be assigned to duty as Sexual Assault Response Coordinators (SARC) and Sexual Assault Prevention and Response (SAPR) Victim Advocates (VA). Additionally, SARCS, SAPR VAs, or Unit Level VAs (UVA) who provide advocacy and support services to sexual assault victims, must be credentialed no later than 1 October 2013. NAVADMIN 054/13
New OPNAV INSTRUCTION 1740.6, NAVY SAFE HARBOR	U.S. Navy	Coordinates resources necessary to ensure non-medical resources and support for recovering Service Members and their families. In addition, it implements uniform guidelines, procedures, and standards for the care, management, and transition of recovering Service Members to ensure consistent, high quality non-medical care for recovering Service Members and their families.

Policy Change	DoD Component	Summary
AR 608-1, Army Community Service was published March 2013	U.S. Army	Incorporates the requirements of DoD Instruction 1342.22, Family Readiness.
AFI 36-3009, Airman and Family Readiness Center	U.S. Air Force	This newly published Air Force Instruction provides direction, requirements and guidance to all Air Force Airman & Family Readiness Centers and applies to all Active Duty, Air Force Reserve (AFR) Air National Guard (ANG), DOD Civilians, Retirees and their family members. The AFI incorporates DoDI 1342.22 and DODI 1342.15 (Schools) and expands and clarifies operational rules and functions for AF Major Commands, Forward Operating Agencies (FOA) and installations.

# ENCLOSURE 2



# THE AMERICAN MILITARY PARTNER ASSOCIATION

Who is representing our lesbian, gay, bisexual and transgender (LGBT) military families within the DoD Family Readiness Council?

What is the DoD Family Readiness Council doing **NOW** to support our LGBT military families? How are these families being integrated into current programs and organizations?

What is the DoD Family Readiness Council doing to mitigate the undue financial burdens forced on this population of military families in light of restrictions due to the Defense of Marriage Act (DOMA)?

What programs will the council enact **NOW** to support these families, as well as if DOMA is not repealed?

## Top 5 Needs of LGBT Military Families

### 1. Expedited Implementation of Allowable Benefits as Extended by Former Secretary of Defense, Leon Panetta (DoD)

On Monday, February 11, 2013, Secretary Leon Panetta extended a few, select benefits to same-sex domestic partners of gay and lesbian service members, and in some cases, to the children of the same-sex domestic partner (akin to a the step-child(ren) of the service member). However, despite this extension, these benefits continue to remain unavailable until August 31 at the earliest – and possibly as late as October 1, 2013. This is particularly devastating to dual military couples who have already received their new duty station assignments – many of which are facing separation from their spouse/partner and/or family without swift implementation of Joint Duty Assignments. These families are being torn apart due to delayed implementation of a benefit they have already been extended. Our families are continuing to receive their new duty assignments, and the DoD has the power to identify these families and prioritize implementation of Joint Duty Assignments to them to prevent our dual military couples and families from unnecessary separation.

### 2. Command-Sponsorship & Relocation Assistance as a "Family Member" for Overseas Duty Stations (DOMA)

Unlike our heterosexual counterparts, our spouses and domestic partners are being denied "command-sponsorship" by the Defense Department for duty stations overseas. This puts heavy burdens on our families in dealing with visa restrictions and employment, as well as financial burdens of running two separate households when they are forced to live separately. This is in stark contrast to other departments of the federal government that do sponsor the same-sex spouses and domestic partners of its employees for overseas duty stations.

### 3. Dependent-rate Housing Allowances, Cost of Living Allowances, Certain Travel Allowances (DoD, DOMA)

While Sec. Leon Panetta extended benefits including allowing our LGBT military family members to receive military identification cards, not all of the Department of Defense (DoD) regulations were changed to extent all benefits that could have been under his leadership. One example was **Access to Base Family Housing**. Withholding this benefit causes an undue burden for these families financially, as well as removing access to living situations which would provide an immediate support to the servicemember, spouse, and children.

- Access to Base Family Housing (DoD)

Other important compensation is being denied to our servicemembers and their families due to the Defense of Marriage Act (DOMA) that is otherwise available to their heterosexual counterparts. Our families receive a significant amount less in pay and benefits than our heterosexual counterparts. This often subjects our families to financial hardships, especially in terms of housing, travel, and relocation expenses.

- Separation Allowance at the "with dependents" rate
- Housing Allowance at the "with dependents" rate
- Cost of Living Allowances
- Increase in weight limit of household goods to rate appropriate for number of dependents
- Relocation assistance during PCS moves abroad

#### 4. Protection under the Servicemembers Civil Relief Act – SCRA (DOMA)

SCRA provides a wide range of protections for individuals entering, called to active duty, or deployed servicemembers and their families. It is intended to protect military families by postponing or suspending certain civil obligations to enable service members to devote full attention to duty, and to relieve stress (financial and otherwise) on the family member of those servicemembers. Examples include:

- Outstanding credit card debt
- Mortgage payments
- Terminations of lease
- Taxes (Prevents double taxation that can occur when the spouse who works is taxed in a state other than the state in which they maintain their permanent legal residence –prevents income earned by a servicemember from being used in determining the spouse's tax rate when they do not maintain their permanent legal residence in that state)

#### 5. Medical & Dental Care, Emergency Notification & Survivor Benefits (DOMA)

Many of our families simply have to go without much needed care because they are denied access to Tri-care as a same-sex spouse. This not only has major financial implications, but serious health implications as well. This also affects our LGBT military families' children, who if are not the biological children of the servicemember, are also prohibited from dependent status and do not receive medical coverage despite children of heterosexual counterparts. While one circumvention employed is to have the servicemember adopt their own children, not only is this a financial and legal burden on our military families, but not all states legally allow adoption to same-sex couples – which is difficult for the military family constantly on the move to new duty stations.

Other important programs and benefits currently denied to LGBT military families include:

- Emergency notification (Primary Next of Kin)
- Unclear policies & procedures for contact via Red Cross's policies and procedures are not well defined in terms of the eligibility and process of contacting the servicemember on behalf of their family in the event of an emergency
- Social Security Benefits & other survivor benefits

#### Contact:

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**Statement for Submission to the Military Family Readiness Council Meeting 5/1/13**  
Kristina Kaufmann, Executive Director, Code of Support Foundation  
[Kristina.kaufmann@codeofsupport.org](mailto:Kristina.kaufmann@codeofsupport.org)  
(580) 647-6478

We commend the council's change in membership to be more inclusive and representative of military families, and the effort to schedule meetings on a more regular basis. We're also pleased to see the focus on program evaluation and development of outcome based metrics, although we're puzzled as to why a new task force (DoD Common Services Task Force) was created to do what the council itself is mandated by to do by section 1781a of title 10, U.S Code.

We've listed a few questions, concerns, suggestions below

**Program evaluation**

1. What method(s) were used in developing program evaluation, how were they developed?
2. If all the programs to be evaluated in the initial 120 day window are in the MC&FP portfolio, will the Services use the same method in their evaluations?
3. Does the evaluation processes go beyond usage as a metric, and examine outcomes?
4. Will policies and SOPs (including policy gaps and adherence) be evaluated?
5. Who will decide how any savings found as a result of evaluating programs operating with appropriated funds will be used? How?
6. If gaps in services are found during the review, community partnerships could help bridge those gaps. Yet the DoD Joint Ethics Regulations serve as a barrier to these partnerships. We recommend DoD develop a department wide public-private partnership policy like other federal agencies (i.e. State Department), and ask OSD general council for an interpretive clarification of the DoD JERs.

**Suicide Prevention and Mental Health**

1. We recommend the use of Mental Health Assessment Teams made up of behavioral health professionals have been used in deployed settings, to gather information that resulted in actionable recommendations and changes in policy. These same teams could be used as effectively on the home front
2. Is the MFRC collaborating with the DoD Suicide Prevention Office in their evaluation process?
3. There is currently no data collection tool (like the DoDSER) to capture the number of suicide and attempts among military spouses and children. We need those numbers, we can't fix what we don't acknowledge
4. Are there any policies (DoD and/or Services) addressing family member suicides?

**Davis, Chris CDR OSD PR**

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**From:** OUSD-PR Family Readiness Council  
**Sent:** Monday, April 15, 2013 9:41 AM  
**To:** Davis, Chris CDR OSD PR  
**Subject:** FW: Statement for Consideration ( next meeting )  
**Signed By:** elizabeth.graham@osd.mil

-----Original Message-----

**From:** Valerie Walker [mailto:mitwocents@aol.com]  
**Sent:** Friday, April 12, 2013 2:58 PM  
**To:** OUSD-PR Family Readiness Council  
**Cc:** Val Walker  
**Subject:** Statement for Consideration ( next meeting )

Greetings,

I trust this will suffice as a "written" statement for consideration by the Family Readiness Council at it's next meeting. ( May 13')

Rather than assessing programs from the top down, and getting information from individuals program directors; or trying to make standards that may not fit every community I have a suggestion.

Please consider placing strong emphasis on reinvigorating the Advisory Council System at each and every Installation. Command should support the system and emphasize the process. Thus, each community would establish it's communication networks, problem solving venues, etc. There are multiple benefits to supporting the Advisory Council system rather than it's individual components. Endorsing a system that evaluates from the bottom up has true value. It will solve problems at the lowest level as well as have soldier and family member input drive what is needed in each community.

AFAP should be revamped, but the concept preserved. The Army Family Action Plan is only as successful as the ground work. Ground work is laid with grass roots Commissary, AAFES, Child Care, ACS etc. Council meetings supported by Active Duty and Civilian input. Remember, Advisory Councils have many purposes. A robust Advisory Council refocuses the community on future events, provides a forum for problem solving and fosters a sense of community; so very needed during this time of transition. Most importantly, the Advisory Council system educates those who participate. An informed and involved member is the best asset we have to preserve benefits and provide feedback to Command to make the tough dollar driven decisions. Free floating anxiety would be reduced dramatically by providing the soldier and family member with a "voice" in their quality of life programs.

I urge the the Family Readiness Council to vigorously advance the concept of

the Advisory Council System. The regulations exist and need updating, but the concept is sound. It fell off the table when the wars started, as attention was focused more on FRG and war time support. As we swing back to Garrison it is appropriate to rebuild our Community by using the Advisory Council System.

Please do not hesitate to contact me. I have several documents and examples of how the system works etc.

Thank you for your consideration,  
Valerie Walker  
703-725-6007

Fort Eustis, VA

PS. Would like to attend in the peanut gallery but the calendar is made of jello!



# AUSA Family Programs Survey Summary

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**Results from a survey measuring the effectiveness of  
and familiarity with the Interstate Compact on  
Educational Opportunity for Military Children  
within the military community.**

**April 2013**

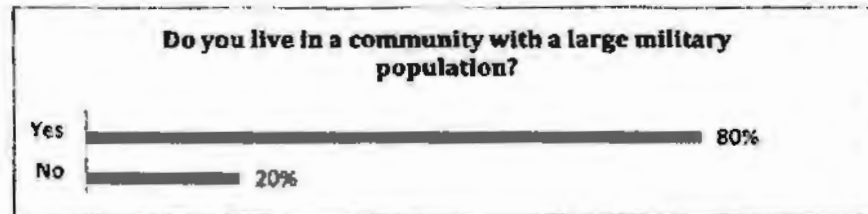
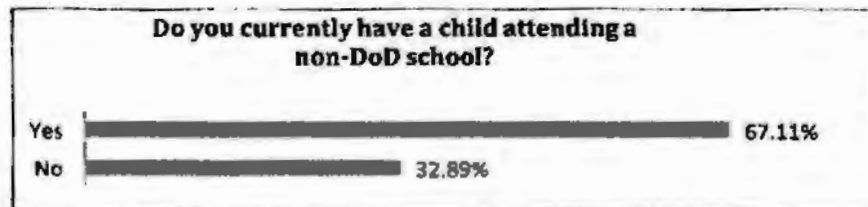
## AUSA Family Programs Interstate Compact on Educational Opportunity for Military Children Survey Results

The survey was put together in order to gauge our audience's (specifically military families) familiarity with the Interstate Compact on Educational Opportunity for Military Children. The responses help shape the information we'll present to them, and also give administrators and groups that work on the Compact a glimpse of how the Compact is or isn't being used or implemented at the local level. There were eight questions and 76 survey respondents.

### Summary of Results

#### Demographics and Community

Nearly 70% of respondents have a child in a non-DoD school, with the largest number (45%) in the 13-18 age range. They live in states with dense military populations such as Virginia, California, and Texas.



#### Familiarity with the Compact

##### Q. How familiar are you with the Interstate Compact?

Answer Choices	Responses
I have never heard of it	51.39%
I have heard of it, but I'm not sure what it is	30.56%
I'm familiar with it and experienced its benefits	19.44%

##### Free Response- How have you seen it applied at the local level?

Sample 1	"They are supposed to give military kids a reasonable amount of time when their parents return from deployment, but that did not work out for us."
Sample 2	"Four schools, four states, four years - immediate transition into gifted programs in CO, analysis of schedule to see what qualifies for what classes here, immediate testing for accurate placement."
Sample 3	"I have not seen it applied. I hoped it would help ease our transition by waiving registration but we did not qualify."

**Q. Do you feel your local school officials know about or understand how to implement the Interstate Compact?**

Nearly 75% of those surveyed do not believe that their school officials are even familiar with the Compact, making it difficult to feel represented, even though their state has signed the compact.

Answer Choices	Responses
Yes, they are familiar with it and understand how to implement it	5.45%
Yes, they are familiar with it, but don't seem to know how to implement it	20%
No, I don't feel that local school officials are familiar with the Interstate Compact	74.55%

**Suggestions/Ideas for Improvement**

**Q. What suggestions or ideas do you have for improving communication and connection between non-DoD schools and their military students?**

Survey respondents suggested that each school have a military liaison counselor to greet incoming and transfer students and their parents. This would allow them to learn more about the Compact if they are unfamiliar, and would also allow for families to feel as though they have a personal advocate for any transfer issues they may face, in addition to parents having someone to turn to with questions or problems that arise. But many respondents would like for the connection to continue, with liaisons/ counselors checking in with students on a regular basis, keeping any emotional or behavioral issues due to moving or parents deploying from falling beneath the radar.

Sample 1	We have a military counselor that apparently comes out every so often. With our school being approximately 55% military, I would have liked to see her around a lot more. Each of my kids got to see her once during the past 9 months which my husband was gone for the majority of the time.
Sample 2	A representative / informed military parent to work a level of contact that begins with parents and educators when they come to a new school.
Sample 3	Having staff that truly understands the emotional cycle. Also having administrators who don't just suspend students when they are clearly having a difficult time while their parent is deployed.
Sample 4	A generic fact sheet can be printed or posted on every school's website that gives a short phrase about what it is, and how the parents can get more information.
Sample 5	The School Liaisons at installations and at the State level for NG and Reserves provide training for administrators. Help provide and promote the use of the new book, "The School Administrator's Guide for Supporting Students from Military Families."
Sample 6	Require the schools that receive the INTACT all grant to create a plan that will implement a plan that supports the military children in their...



*The Military Spouse JD Network (MSJDN) is an international network of legal professionals improving the lives of military families. We advocate for licensing accommodations for military spouses, including bar membership without additional examination, to eliminate barriers to employment for military spouses.*

MSJDN was founded to build a community of military spouse attorneys experiencing the same challenges throughout our careers, with the hope that we could educate our colleagues in the legal profession about these challenges and identify opportunities to overcome them. MSJDN is credited with bringing the issue of military spouse attorney licensing to the forefront.

Through our 501(c)(3) organization, the Military Spouse JD Foundation, we educate the public about the challenges facing military families and identify opportunities to build community partnerships and support initiatives that strengthen military families. MSJDN includes military spouses and partners from all branches of the United States Military: Air Force, Army, Coast Guard, Marines, and Navy as well as spouses of retired service members and legal and military organizations who support our mission.

We have also established a community network of support, professional contacts, and legal connections in military communities across the country in an effort to encourage the hiring of military spouses.

***Unique Challenges Faced by MilSpouse Attys***

As you know firsthand, military families move every two to three years, with assignments across the country and around the world. Attorneys are required to be licensed in each state where they practice. Licensing can take up to a year, sometimes more, for the application, character and fitness review, bar examination, and processing. Licensing can cost \$4,000 to \$5,000 each time for preparation materials and fees. All gaps in employment must be justified on bar applications and can cause delays in admission. Taking an additional bar exam in each new state creates an enormous barrier to a meaningful career.

Last year, MSJDN worked closely with the ABA Commission on Women in the Profession to develop Resolution 108, passed in February 2012, in which the ABA recognized the need for

military spouse licensing accommodations. In July 2012, the Conference of Chief Justices supported Resolution 108 with its own Resolution 15.

Following its success at the national level, MSJDN has been working state-by-state proposing licensing accommodations consistent with each particular state's existing admissions rules. Through community partnerships with leaders from the legal community, Bar Associations, State Supreme Courts, local and state government, military partners and other military spouses, state rules that eliminate the burden of multiple bar exams for military spouses have now either passed or been submitted for consideration in a number of states. Idaho, Arizona and North Carolina have already passed such accommodations. Texas has implemented policy changes that support military spouse attorneys.

The need for military spouse attorney licensing reform has also been recognized as a priority issue in nationally-acclaimed groups such as the American Bar Association, the Conference of Chief Justices, the National Conference of Women's Bar Associations, the US Chamber of Commerce, the National Military Family Association, and the Military Officers Association of America. MSJDN has also been recognized by the First Lady's military family program Joining Forces, and the need for military spouse licensing reform was the subject of the joint Department of Defense and Department of the Treasury report issued in February 2012.

#### ***Access to Meaningful Employment Opportunities***

Licensing requirements are just one of the many barriers faced by military spouse attorneys attempting to find employment across the country. The unemployment rate for military spouses is three times as high as their civilian counterparts.<sup>i</sup> This particularly impacts women; military wives who are employed earn less, on average, than do civilian wives.<sup>ii</sup> When controlled for differences, "the disparity between military and civilian wife unemployment becomes even clearer and the impact of the husband's military service is revealed as the major explanatory factor."<sup>iii</sup> High rates of unemployment and underemployment of military spouses impact the entire family and are primarily the result of frequent transfers of military families.<sup>iv</sup> According to the DoD, "[m]ilitary spouses are ten times more likely to have moved across state lines in the last year compared to their civilian counterparts."<sup>v</sup> A typical military family moves every two to three years.<sup>vi</sup> Only 1 in 10 military wives remains in the same location for at least five years. Research indicates that "the feature of military life that most negatively affects military wives' careers is being asked to move often and far."<sup>vii</sup>