



CENTER FOR WOMEN VETERANS
**National Summit on
Women Veterans' Issues**



June 20-22, 2008

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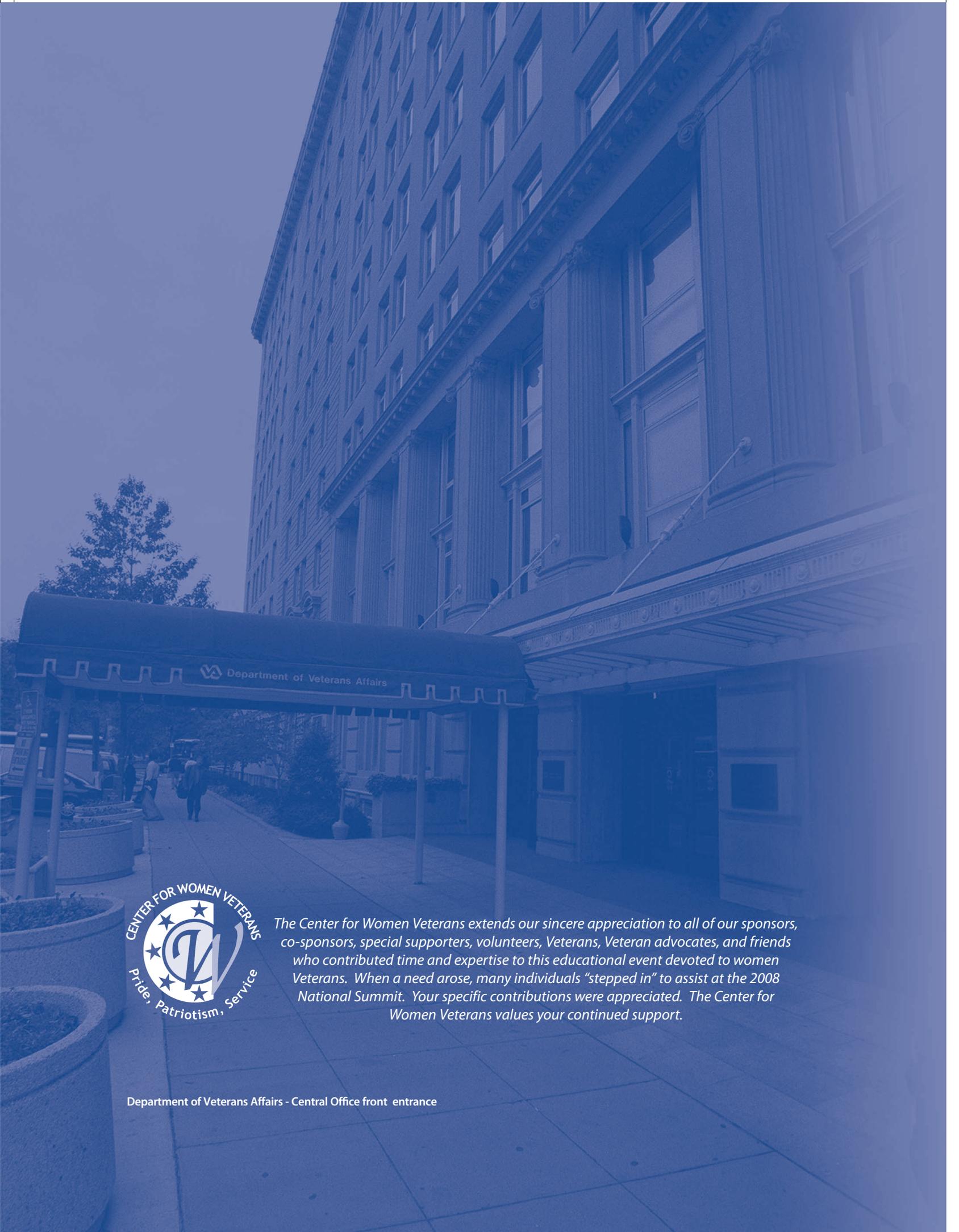
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The Center for Women Veterans extends our sincere appreciation to all of our sponsors, co-sponsors, special supporters, volunteers, Veterans, Veteran advocates, and friends who contributed time and expertise to this educational event devoted to women Veterans. When a need arose, many individuals “stepped in” to assist at the 2008 National Summit. Your specific contributions were appreciated. The Center for Women Veterans values your continued support.

Department of Veterans Affairs - Central Office front entrance

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WOMEN VETERANS

A PROUD HERITAGE

Revised and Updated by

Irene Trowell-Harris, RN, EdD

Director, Center for Women Veterans

The important role women have performed in our nation's defense cannot be over-stated, nor covered adequately in these few short pages. Their story is a glorious one, and sadly, one not always acknowledged or appreciated. With the integration of women into all branches of military service, women have experienced the opportunity to assume increasingly challenging positions that sometimes put them in direct line of combat, especially while providing direct support to combat units for the most recent conflicts. Time and history, however, are catching up with the contributions military women have been making, and women are gradually receiving recognition for their achievements in the service to our country.

The presence of women in the military is changing the face, not only of our military, but the Veterans population as well. Women now compose a larger percentage of the Veteran population than ever before, adding to its diversity—and requiring services geared to meet their specific needs. As Veterans, women have been instrumental in shaping the benefits and services that VA provides. Efforts to address their unique needs have been welcomed catalysts for facilitating transformations within VA that will, no doubt, improve how VA cares for all Veterans. The debt owed to our Veterans, and to women in particular, demands nothing less than our full attention and action. At the Center for Women Veterans, we are committed to serving those who have served us so well.

From the days of the American Revolution to the conflict in the Persian Gulf and today, throughout the World, American women have been honorably defending our Nation. In times of war and peace, women have willingly responded to their country's call to action. Their contributions are characterized by individual and collective acts of self-sacrifice, patriotism, dedication, and personal heroism. Yet, how many of us are familiar with their contributions, adversities and struggles? How many of us are aware that women were present on the battlefields of the Great War, in the mud at Anzio, and at the fall of Bataan? Women have served in WWII, Korea, Vietnam, Grenada, Panama, Somalia, Bosnia, Afghanistan, Iraq, and wherever our Armed Forces are stationed.

Not all military service takes place in the arena of war. The majority of military personnel, both men and women, have served during peacetime. Although their role is often perceived as less glamorous than those who are associated with combat, or wartime service, their contribution is no less important.

Unfortunately, women who have served in the military are rarely acknowledged in paintings, statues, and memorials that commemorate America's military history and the word "Veteran" is rarely associated with women.

The 1980 Census, in an effort to capture the number of women Veterans, was the first to specifically ask American women if they had ever served in the Armed Forces and more than 1.2 million American women responded that they had, in fact, served. These women represented 4.6 percent of the Veteran population, more than half of whom served during a period of war. Currently, there are approximately 1.8 million women Veterans—7.7 percent of the total 23 million Veterans.

So, why is it that women Veterans are invisible? Why is their military service and sometime heroic actions seldom recognized or honored? It is, in large part, because of preconceived social stereotypes and cultural mores. Throughout history, military service has been recognized as a synonym for "combat or war." And "war" has always been considered as a masculine activity. Yet, if we seriously looked at the characteristics so valued in war: steady nerves, sound judgment, courage, tenacity, patriotism, and sacrifice, we will find that they are traits found and exhibited by members of both sexes. A review of the history of women in the military demonstrates this fact very clearly.

Although not officially recognized as members of the Armed Forces until 1901, the involvement



The Heroine on
Monmouth. Molly Pitcher
... June 28, 1778
Library of Congress Prints
and Photographs Division
Washington, D.C. 20540
USA

of women in military-related activities dates back at least to the Revolutionary War. It was then that Mary Ludwig Hays McCauley earned her nickname, Molly Pitcher, by carrying water in a grog to her husband and other American artillerymen. Her fame is due, however, to her courageous decision to assume her husband's place when he collapsed in battle. She fired a canon until the battle was over.

"Mad" Anne Bailey, an expert shot and skilled horsewoman, served as a scout, spy, and messenger. Sarah Fulton delivered dispatches through enemy lines. Deborah Sampson, disguised as a man, enlisted in the Revolutionary Army and fought in several engagements for three years. Injured twice, she treated her own wounds to avoid detection, but after being rendered unconscious and near death by a musket ball, the treating doctor discovered her true identity and she was quietly discharged from the Army.

Like the women who would follow her, Deborah Sampson served bravely and returned home quietly. Little did she know that she was setting a standard of behavior that would persist for close to two centuries.

Many women dressed as men to join the Continental Army. Women—like Margaret Corbin—accompanied their husbands to camp and then onto the battlefield. Later, during the Civil War, at least 400 women on both sides of the conflict disguised themselves as men and assumed combat roles alongside the men. These courageous women gave their energy and demonstrated a strong commitment to both honor and country. Although most women served as cooks and nurses, many women became scouts and spies in their effort to support their respective sides.



Miss Clara Barton,
ca. 1860 - ca. 1865

Courtesy National
Archives, photo
no. 111-B-1857
(Pictures of the
Civil War: Women)

During the Civil War, Clara Barton contributed significantly to the establishment of a level of care for wounded soldiers that paralleled the contributions of Florence Nightingale during the Crimean War. When she found out the troops desperately needed medical supplies to survive, she organized a system to meet that need. She cared for wounded soldiers on the front lines of some of the most famous battles of the Civil War, including Second Bull Run, Antietam, and Fredericksburg. She was as committed to healing their spirits as she was to healing their bodies. After the War, Clara Barton established the first National Cemetery in Arlington, Virginia and went on to establish the Red Cross.

Sarah Edmonds, in disguise, served as a male nurse, but later became a spy in the Union's secret service. A master of disguise, Sarah Edmonds could "pass" as a man or woman, as black or white, and crossed Confederate lines on numerous occasions. Many women sacrificed to serve – like Dr. Mary E. Walker who gave up her medical practice to join the Union Army as a nurse because women could not be doctors. She did not need to be "labeled" a doctor to provide the medical help she knew her countrymen needed. She later volunteered to be a spy and was captured by the Confederacy and held prisoner for four months. Dr. Walker was awarded the Congressional Medal of Honor for her service, although it was later rescinded. She refused to return the medal and wore it proudly until her death in 1919. In 1976, the U.S. Congress restored this honor and Dr. Walker became the only woman in our Nation's history to be awarded the highest military award for valor in combat.

In 1898, during the Spanish American War, 1,500 nurses, under civilian contract, provided outstanding care in the field and on what may have been the first hospital ship, the Relief. In volunteering to be bitten by an infected mosquito, Clara Louise Maass was the last human subject to be used in these experiments and the only one to die. These studies paved the way to the development of a vaccine that later saved thousands of lives.

The outstanding care provided by the nurses during the Spanish American War resulted in the formulation of the Army Nurse Corps in 1901, followed by the Navy Nurse Corps in 1908 and the Air Force Nurse Corps in 1949. Many of these women saw duty during World War I, served close to the front lines and were wounded or gassed.



Representatives of the
Army Nurse Corps from the
nine Army Corps Areas meet
in Washington to discuss
recruiting of Army nurses,
April 1942 [Online version on
February 24, 2010, available
through the online catalog at

<http://www.history.army.mil/index.html>].



Women In Military Service For America (WIMSA) Memorial Exhibit, 2008

Also during World War I, women began to serve in other occupations or professions outside of the Nurse Corps for the first time ever. When the military recruited volunteers to carry out some clerical duties routinely performed by servicemen, over 12,000 volunteers answered the call to work for the Navy and the Marines. Ten thousand women were assigned overseas. They had no rank, no benefits, and no entitlements. Still, they volunteered, they served, and at the end of the War, when they were no longer needed, they returned quietly to civilian life.

After World War I, women continued to serve in the Army and Navy Nurse Corps, but they did not receive the rank, pay, or benefits as the men did. Women's role in the military faded once again and, although the Army and Navy Nurse Corps continued to exist, women who served still did not receive the rank, pay, or benefits as the men did. Then, the Japanese bombed Pearl Harbor in 1941 and the American military was changed forever.



Uncle Sam's nieces.
First photographs showing
all four women's branches
of the armed services
in uniform. Library of
Congress Prints and
Photographs Division
Washington, D.C. 20540 USA

During WW II, as America confronted the need to mobilize all of its resources for war, the need for women in the military became apparent. The Women's Army Auxiliary Corps (WAAC) was established in 1942. Within a year, WAAC was fully incorporated into the Army and became the Women's Army Corps (WAC) – entitling women to receive full military status, which included comparable

rank, pay, and other benefits. The WAC was headed by Oveta Culp Hobby of Texas. (Incidentally, Oveta Culp later became the second woman to serve as a cabinet secretary—after Labor Secretary Francis Perkins—during Franklin D. Roosevelt's administration. She served as the Secretary of what is now the Department of Health and Human Services.) Women served as secretaries, interpreters, and intelligence operatives—willingly serving wherever they were needed.

Nurses once again were on, or near, the battles and the front lines. Their dedicated service and untold sacrifices were present at Anzio, Normandy, France, Germany, and the South Pacific. Over 200 military nurses were killed by hostile fire, including six Army nurses who remain buried at the beachhead on Anzio. Several hundred women received military decorations for heroism and bravery, including the Silver Star and Bronze Star.

In a seldom-told story of heroism, 81 military women remained on the islands of Bataan and Corregidor to care for the wounded during the fall of the Philippines. Captured by the Japanese, these women spent 37 months in prisoner of war camps. During captivity, they spent untold hours performing heroic deeds that ultimately resulted in many lives being saved.



A WAVE (Women Accepted for Volunteer Emergency Service) and a soldier at the Memorial Day services.
LC-USW3-029820-E Library of Congress Prints and Photographs Division Washington, D.C. 20540 USA



Marine Sargeant Grace L. Wyman practices aerial photography at the United States Marine Corps Air Station at Cherry Point in the southern U.S. state of North Carolina.
Courtesy National Archives, ARC Identifier 535771

(Record Group 208: Records of the Office of War Information, 1926 – 1951)



"Two Negro SPARS pause on the ladder of the dry-land ship 'U.S.S. Neversail' during their 'boot' training at the U.S. Coast Guard Training Station, Manhattan Beach, Brooklyn, NY. They are recent enlistees and have the ratings of apprentice seamen. In

front is SPAR Olivia Hooker and behind her is SPAR Aileen Anita Cooks.", ca. 1941 - ca. 1945.

Courtesy National Archives, ARC Identifier 535869
(Record Group 208: Records of the Office of War Information, 1926 – 1951)



WASP (Women's Airforce Service Pilot) pilot, takes a look around before sending her plane streaking down the runway at the air base., ca. 1930 - 1975. Harlingen Army Air Field, Texas-- Elizabeth L. Gardner of Rockford, Illinois,
Courtesy National Archives,

ARC Identifier 542191 (Korean War, 1950-1953)

Other branches of the military also realized the value of utilizing women to perform stateside functions while men were away fighting in the war. At the urging of first lady Eleanor Roosevelt, Congress authorized a female component for the Navy, enabling women to fill shore duty positions vacated by men at sea. In 1942, President Franklin Roosevelt signed the authorization into law, establishing the Women Accepted for Volunteer Emergency Service (WAVES). These women were formally recognized as members of the U.S. Navy. More than 80,000 officer and enlisted women served in the WAVES.

The Marine Corps Women's Reserve was established in 1943. By the end of World War II, more than 20,000 women had served in the Marine Corps. Historically their predecessors assumed mainly clerical assignments; however these Marines took on additional roles, including parachute riggers, mechanics, mapmakers and welders.

In 1942, the Coast Guard Women's Reserve, also known as SPARS (Semper Paratus-Always Ready), was established. More than 10,000 women volunteered for service between 1942 and 1946. They were under military direction, and were subject to assignment based on needs of the service.

No story concerning military servicewomen during World War II would be complete without acknowledging the 1,074 women who voluntarily joined the Women Air Force Service Pilots (WASP).



First class of midshipmen to include women in formation at the Naval Academy, July 1976. USN photograph.

Organized in 1942 at the request of General Hap Arnold, these women logged more than 60 million air miles. They served as flight instructors for men; ferried airplanes from the U.S. to Europe, including high-speed fighters, bombers, and P - 47 thunderbolts. WASP also had the dubious privilege of towing targets for male fighter pilots so that they could practice on a moving object while using live ammunition. In an unbelievable example of discrimination based on gender, these women received no support from the military, except for their pay, and were not even eligible for medical care or insurance to cover on-the-job injuries. Tragically, 38 WASP were killed in airplane crashes and many more suffered injuries. These women did not receive benefits, and upon their death, could not have a U.S. flag draped over their casket. There were no U.S. flags to cover the caskets. In 1977, the U.S. Congress granted the surviving WASP Veteran status, and in July 2009, President Barack Obama recognized the contributions made by members of the WASP during WWII by signing into law a bill awarding them the Congressional Gold Medal.

The Defense Department Advisory Committee on Women in the Services, often simply called "DACOWITS," (www.dtic.mil/dacowits) was established in 1951 during the Korean War by then-Secretary of Defense George C. Marshall to provide advice and recommendations on matters and policies relating to the recruitment and retention, treatment, employment, integration and well-being of professional women in the armed forces. DACOWITS exists to this day, continuing to make recommendations on family issues related to recruitment and retention of women in the military. Historically, the civilian appointees to



Gen. George C. Marshall and
Gen. H.H. (Hap) Arnold,
ca. 09/1944.
Courtesy National Archives,
ARC Identifier 197180
(Franklin D. Roosevelt Library
Public Domain Photographs,
compiled 1882 - 1962)

DACOWITS have been very instrumental in recommending changes to laws and policies beneficial to military women.

The Korean War in 1950 is sometimes called the “Forgotten War.” We should never forget how women served, both in the hospitals and in support roles. The development of the Air Evacuation System for combat casualties and the expansion of the roles of the flight nurse were pioneered during this conflict, and ultimately this system would make a significant difference in the casualty care system during Vietnam.

When the Vietnam War ended in 1975, it proved to be the longest war in U.S. history. The



An operation is performed on a wounded soldier at the 8209th Mobile Army Surgical Hospital (MASH), twenty miles from the front lines., 08/04/1952. Courtesy National Archives, ARC Identifier 531425 (Signal Corps Photographs of American Military Activity, compiled 1754 - 1954)

perception that women were assigned to “safe” areas demonstrates how little is publically known about the women’s contributions. Women were everywhere...from the rice paddies in the Delta to the jungles of the demilitarized zone. Women served tirelessly in hospitals, Mobile Army Surgical Hospital (MASH) units and support areas across the

country. Even today, many servicewomen have memories associated with particular towns such as Pleiku, Da Nang, Chu Lai, and Phu Bai – just as the servicemen do. In this war, women also endured death, disease, and disillusionment. Vietnam redefined the meaning of war; there were no front lines; there were no safe places. Both women and men were exposed to enemy fire, primitive living conditions, and streams of casualties. Eight American servicewomen were killed in action. This war took an emotional toll on both men and women alike.

The hospitals, doctors and nurses were often dangerously in close proximity to the “battle zones” which contributed to (and resulted in) record numbers of lives being saved. This close location was beneficial for treating the wounded, but sometimes dangerous for those who care for them. Women were instrumental in casualty care: less than two percent of treated casualties died from their wounds in Vietnam.

The Vietnam War changed many things in this country, but perhaps the organization it most changed was the U.S. military. The advent of the all-volunteer Army and the increasing demand for technologically-skilled soldiers, the feminist movement, and the successful service of women, contributed to the change of the structure of the military in the early 1970’s. It became apparent that women were not just on active duty serving in insignificant supporting roles during wartime; but their ongoing contributions were recognized as essential.

Some mark the beginning of the trend toward greater gender equality in the military with the advent of the All-Volunteer Force (AVF) in 1973, when occupational roles within the military opened up considerably for women because of the need to fill those positions with a volunteer force. That is, personnel demands could not be met with a force of male volunteers alone. Data show that the AVF marked a sharp increase in the absolute number of women in the military and an increase in the proportion of women in the military as well. In spite of difficulties in retaining women in the military shortly after the establishment of the AVF, steps were taken to make the military more “family friendly” to encourage women to enter service and to remain there as well.

Arguably, much more needs to be done. But the numbers reflect, in some measure, that women are making tremendous progress. In 1973, for example, 55,000 women were in the active duty military, making up 2.5 percent of the armed forces. By September 30, 2005, however, the number of women on active duty nearly quadrupled to more than 202,000, making up nearly 14 percent of the active duty armed forces. By September 30, 2008, there were approximately 198,000 women in the active services— including Coast Guard and Guard and Reserves who served on active duty. There are approximately 150,000 women serving in the Guard and Reserves.

In the 1970's, many women who were not nurses were promoted to star rank. In 1976, military service academies began admitting women and more than 300 women (combined) enrolled at the U.S. Military Academy, U.S. Naval Academy, U.S. Air Force Academy and the U.S. Coast Guard Academy.

The number of women in the military continued to increase throughout the 1970's. The population of women Veterans is affected directly by the number of women in the military. The number of Veterans also depends on the years of service, plus the longevity of the Veteran. In contrast to the population of male Veterans, the population of female Veterans has actually increased over the last decade or so because (a) more women are joining (and leaving) the military, (b) women generally live longer, and (c) the women who join the military are slightly younger than their male counterparts.

In 1980, the first women graduated from the service academies as a result of Public Law 94-106 signed by President Gerald Ford on October 7, 1975. The law passed the House by a vote of 303 to 96 and the Senate by voice vote after a divisive argument within Congress, resistance from the Department of Defense and legal action initiated by women to challenge their exclusion. Consequently, the academies reconfigured barracks, facilities and locker space and adapted some physical education requirements. Even though women were still excluded from combat and from serving aboard vessels or aircraft engaged in combat missions, academy curricula prepared them for these roles in the nation's defense.

According to the 1980 U.S. Census, 1.2 million women said they had served in the Armed Forces. Since very few of these women Veterans received VA benefits, Congress and VA began a concerted effort to contact and inform women Veterans of their benefits and entitlements.

VA began to focus on health care services for women Veterans in 1982. As a result, in 1983, the Advisory Committee on Women Veterans was established to oversee and correct system inequities for women Veterans. The Veterans Health Care Act of 1992 enabled VA to dramatically improve its programs for women Veterans and move toward a goal of establishing state-of-the-art facilities and programs that focus on women's health. The legislation authorized VA to provide gender-specific services and general reproductive health care and sexual trauma counseling to women Veterans. It also authorized eight Comprehensive Women's Health Centers.

During the invasion of Panama in 1989, Captain Linda Bray became the first woman to lead U.S. troops in battle. Captain Bray commanded the 988th Military Police Company out of Ft.



1983 - 1986. Photograph from one of the first Advisory Committee for Women Veterans (ACWV).

Benning, GA, and ordered her assault team to fire on soldiers of the Panamanian Defense Forces (PDF) who refused to surrender their positions at a dog kennel. She anticipated a routine operation, but the battle escalated into a three-hour, infantry-style firefight. Captain Bray's troops made a startling discovery when they crashed through the kennel gate to secure the area. The PDF troops had fled leaving behind a mini-arsenal including more than a dozen AK-47s, M-16 assault rifles, cases of fragmentation grenades and thousands of rounds of ammunition. Forty military cots, a cache of Cuban money and spare uniforms suggested that the dog kennel was a barracks for Special Operations troops. At the end of the conflict, three PDF soldiers were killed and one was taken prisoner.

The event generated a lot of publicity, forcing the issue of women in the military back into the forefront of public opinion. By definition, military police units were designated to perform tactical operations at the rear of a battlefield. Even though they were combat-ready, their mission was considered noncombatant. The 988th's assault on the dog kennel had crossed the line between a peacetime mission and a combat mission.

The War in the Persian Gulf in 1990 was another turning point for women in the military. For the first time, they were called upon to demonstrate their effectiveness and serve in positions previously reserved for men, such as manning Patriot missile placements, flying helicopters on reconnaissance, search and rescue missions, and driving convoys over the desert close to enemy positions. Women were called upon to do all of these jobs and more. Women were exposed to the same dangers as men. Close to 35,000 women served in the Persian Gulf, and they served well. The success of their service can probably be best measured by the fact that many new positions and career specialties were opened to women.



Bronze statue of three women and a wounded soldier on the Mall in Washington, DC. This statue honors the 265,000 women who served during the Vietnam era.

When servicewomen participated in the invasion of Grenada in 1983, and in "Operation Just Cause" in Panama in 1989, it was with little or no media attention. In 1991, when women participated in "Operation Desert Storm," they were the subject of media and public attention. By 1991, and the War in the Persian Gulf, over 11 percent of the active duty military and 13 percent of the reserve forces were women.

The history of women in the military is a history of love of country, service, commitment, dedication, and courage, and it includes sacrifices that have largely gone unrecognized. But perhaps, that is changing.

On Veterans Day in 1993, a bronze statue of three women and a wounded soldier was dedicated on the Mall in Washington, DC. This statue was placed in close proximity to the Vietnam Veterans Memorial to honor the 265,000 women who served during the Vietnam era. It was a historic moment in time, for it was the first time our country has bestowed National recognition upon women who answered the call of duty. Then in October 1997, The Women in Military Service to America Memorial was officially dedicated at the entrance to Arlington National Cemetery. This grand and gracious memorial was 11 years in the making and recognizes the honorable military service of women throughout history.



In November 1994, Congress passed Public Law 103-446, which established VA's Center for Women Veterans (www.va.gov/womenvet). The Center's mission is to ensure that women Veterans receive benefits and services on par with male Veterans; that VA programs are responsive to gender-specific needs of women Veterans; that outreach is performed to improve women Veterans' awareness of services, benefits, and eligibility criteria; and that women Veterans are treated with dignity and respect.



U.S. Marines and Navy sailors receive training in Al Asad, Iraq, during the Lioness Program on March 27, 2007.

DoD photo by Sgt. James R. Richardson, U.S. Marine Corps.

(Released) 070327-M-9876R-005. [Online version on February 24, 2010, at <http://www.defense.gov/photos/newsphoto>].

Women in the military continued to make progress as some of the military restrictions were lifted. In 1994, Defense Secretary Les Aspin exempted women from assignments in small direct ground combat units or from co-locating with such units. However he lifted long-standing bans on women serving in other combat-related roles as a direct result of their performance during the Persian Gulf War between 1990 and 1991.

Beginning in the early 1990s, women flew combat aircraft, manned missile placements, served on ships in the Gulf, drove convoys in the desert, and assumed other roles making exposure to combat more likely. In the 2001 National Survey of Veterans, 12 percent of women Veterans served in a combat zone or war zone. Nearly one-quarter reported contact with dead, dying or wounded compatriots during their military service. The Army's Combat Action Badge, created in 2005, honors any eligible soldier exposed to perilous combat conditions, affecting thousands of soldiers not in infantry ranks, including many women.

The current wars in both Iraq and Afghanistan represent another historic change for American servicewomen. In Operation Enduring Freedom (OEF) and Operation Iraqi Freedom (OIF), U.S. servicewomen and servicemen from other countries are frequently exposed to enemy fire; there are no designated front lines, or safe places for them to perform their duties. Again, they have demonstrated their ability to transform themselves as needed, displaying the mental and physical toughness required to perform well under fire, to defend themselves and their comrades with courage, and to endure the conditions inherent to life in a combat zone.

In addition to occasionally having to participate in unanticipated fire fighters, another unique component to their service is that they are sometimes needed to perform specific duties in response to cultural sensitivities of the region. Team Lioness was established by the



Far Left: Heather Wilson, member of the United States House of Representatives (official 109th Congress photo).

General Ann E. Dunwoody, U.S. Army Materiel Command commanding general, Apr 01. Photo Credit: U.S. Army photo [Online version on February 26, 2010, available online at <http://www.army.mil/images/2008/06/30/34081/index.html>].

Department the Army for female soldiers to serve alongside Marines to perform functions that, culturally, would be inappropriate for men to execute—like conducting searches of women—and to diffuse tension while combat units secured areas. The fact that these women were supporting combat units did not preclude them from assault. Many have documented stories of ambushes and attacks by roadside bombs.

According to the Women's Research and Education Institute, there has been a higher percentage (about 14.25 percent) of women in the service during the current conflicts—OEF and OIF—than in previous U.S. wars. Women have served over 200,000 tours of duty in the Afghanistan/Iraq theatres of war since OEF began in 2001. Over 600 women have received Purple Hearts for wounds incurred by enemy action. Approximately 18 in support of OEF in Afghanistan, and over 100 women have died while serving in support of OIF in Iraq. In Iraq, 1 in 10 troops is a woman.

In the past, the accomplishments of women servicemembers often were among America's best-kept secrets, but no more. Women's achievements and contributions to our Armed Forces are being documented and recognized in many ways:

Just to illustrate a few notable events - two U.S. Navy warships were named in honor of Navy women; former Representative Heather Wilson (R-NM) was the first woman Veteran to serve in Congress (she was an Air Force Academy graduate and a Rhodes Scholar); and in 2008, Lieutenant General Ann E. Dunwoody became the first Army woman nominated and confirmed for four-star rank.

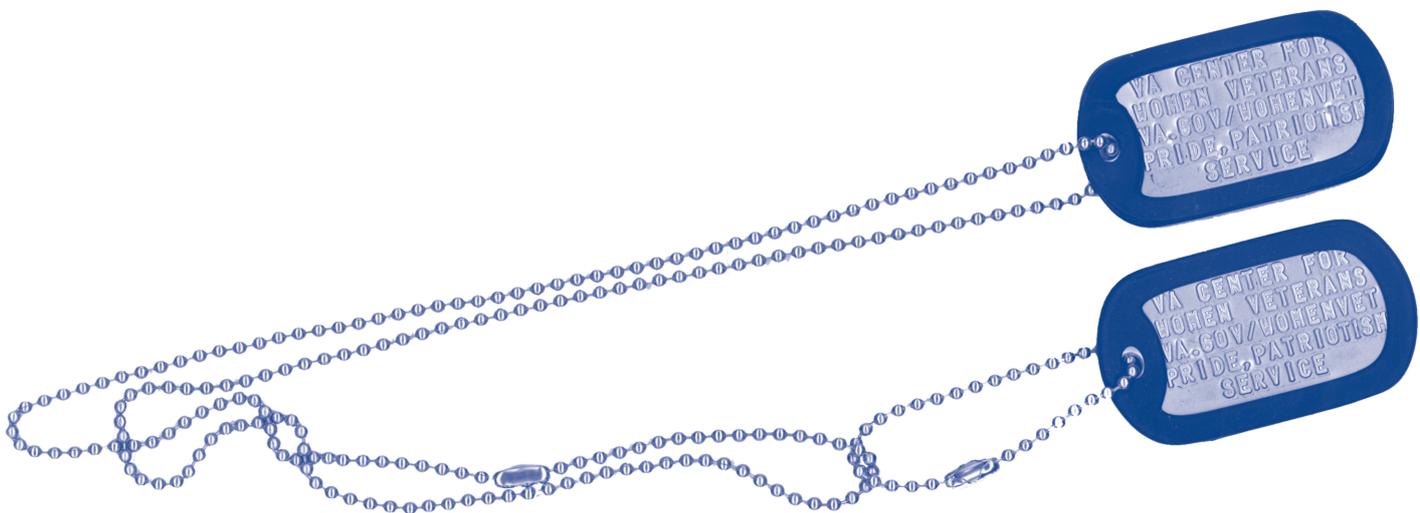
Although VA has long provided equal benefits to women Veterans, the Department has embarked on new initiatives to meet their unique needs. These initiatives include:

- Comprehensive primary care and specialized medical care at every VA medical center;
- Enhanced mental health care specifically for women Veterans;
- Staffing every VA medical center with a women Veterans program manager;
- Creating a mini-residency on women's health for primary care physicians;
- Supporting a multifaceted research program on women's health; and
- Improving communication and outreach to women Veterans.

The Women Veterans Health Program Strategic Plan guides efforts to ensure that women Veterans receive the care they need when they need it.

More than 200,000 women are currently serving in the armed forces today. With the change in their traditional roles as female service members, VA too is faced with the challenges of addressing their unique needs, once they return and seek care from the Department. Women Veterans are one of the fastest growing segment of the Veteran population – second only to elderly Veterans. They number approximately 1.8 million and comprise 7 percent of the total Veteran population...approximately 255,000 women use VA health care services. VA continues to strive to improve how it serves the changing needs of women Veterans, and to tenaciously look for new and innovative ways to improve benefits and services for women Veterans.

It is often said that behind every great man there is a great woman. And today, we can say that behind any great nation, there is a military full of great women - women who never retreated, never surrendered, and never stopped opening doors for other women while they were opening the door to freedom and peace around the world for others. When we examine the role of women throughout our military history, we realize it is a history marked by pride, patriotism, compassion, and service. We hope every citizen will reflect on the many contributions made by women Veterans, be inspired by their achievements, and humbled by their sacrifices.





Reverend Veronica L. Graves
Department of Veterans Affairs
Veterans Health Administration



Invocation

Summit 2008 – A National Summit on Women Veterans' Issues

As we bow our heads and lift the voice of our hearts together as one, let us now call upon God because He is all our help, our strength, and our hope.

"Almighty God, it is our joy to acknowledge You at all times and in all places. So then Dear God, be pleased to join us as we behold and receive these honorable proceedings planned for women Veterans. We ask that over these next few days here in Washington, DC, that You dispatch Your Sovereign Eye to look over all that we say and do within these walls. Let our Summit please Your Will and satisfy our want.

Thank You Dear God for the liberties and privileges that we enjoy in our great Nation called America. It is only because of Your grace and mercy towards our proud and courageous men and women that allows us to enjoy such wonderful freedoms. Remembering those who have decided to stand on the walls of HER far reaching borders, we ask that you now answer with swift deliverance, our prayerful cry for those active duty service men and women who keep vigilant watch for the rest of us.

And so on this glorious day, we come to You on behalf of every woman who is a *Veteran*. We lift her up to You so that You would grant her a good success throughout the course of her Summit experience and that You would set her sights, fix her fears, wash her wounds, heal her heart and signify her service. We offer You this, our humble prayer"

...and together we all say, "**AMEN.**"

Reverend Veronica L. Graves

Department of Veterans Affairs
Veterans Health Administration



Joint Armed Forces Color Guard with MSgt. Beverly Benda.



PROCEEDINGS

Executive Summary

The Department of Veterans Affairs' (VA) Center for Women Veterans (CWV), Employee Education System (EES) and VA Learning University (VALU) sponsored the 2008 National Summit on Women Veterans' Issues (Summit) on June 20-22, 2008, at the Westin Washington, DC City Center, in Washington, DC. The Summit was co-sponsored by the American Legion Auxiliary, AMVETS (American Veterans), Disabled American Veterans (DAV), and Veterans of Foreign Wars of the United States (VFW). Special support was also provided by Blinded Veterans Association (BVA), Military Officers Association of America (MOAA), Paralyzed Veterans of America (PVA), The American Legion, TriWest, and Vietnam Veterans of America (VVA). Summit 2008, VA's fourth quadrennial training conference, provided attendees—women Veterans; women Veterans service providers; federal, state, and local agency representatives; legislative staffers; Veterans service organizations (VSO); and other interested individuals—a forum in which to review issues raised in Summit 2004, to assess VA's progress on these issues, to identify and discuss current initiatives for women Veterans, to identify issues of concern to the women Veterans' community, and discuss a plan for continuous progress on women Veterans' issues. The event also included over 45 diverse exhibits, in areas that included Veterans service, academia, health care, and military-sponsored initiatives.

The first Summit, held in September 1996 and attended by approximately 100 individuals, provided an opportunity for Veteran service providers, federal and state agency representatives, women Veteran advocates, and other individuals concerned about women Veterans, to come together to discuss the issues and concerns of the women Veterans' community and identify ways to address them. In June 2000, the second Summit provided an update on services and benefits for women Veterans from Summit 1996. The Proceedings from Summit 1996 and 2000 were widely distributed among organizations and individuals interested in improving services for women Veterans by both government and community agencies.

Over 400 individuals attended the 2008 Summit—including military, federal, and state agencies, Veterans service organizations representatives, VA women Veterans program managers (WVPM), women Veterans coordinators (WVC) for the VA regional offices, community partners, and women Veterans from across the country. The Joint Armed Forces Color Guard presented the colors, and Master Sergeant Beverly Benda of the U.S. Army Band sang of the National Anthem. The Honorable Sara Sellers, Retired Air Force Chief Master Sergeant, led the Pledge of Allegiance. Reverend Veronica Graves delivered the Invocation. VA Secretary, the Honorable James B. Peake, provided opening remarks. He spoke of an aggressive push to ensure that women Veterans receive the highest quality of care by stating, "We are reinventing ourselves by expanding our women-centric focus to initiate new programs that meet the needs of women Veterans."



Dr. Betty Moseley Brown during the Remembrance ceremony, June 2008.



Former U. S. Marine Corps Captain Vernice G. Armour motivating the audience with her pioneering spirit, and EXCELerated Passion!

During the Friday morning plenary session, VA's senior leadership provided participants with information about the current status of federal programs for Veterans. The Honorable Michael J. Kussman, Under Secretary for Health; Michael Walcoff, Deputy Under Secretary for Benefits; and the Honorable William F. Tuerk, Under Secretary for Memorial Affairs, provided highlights from their respective administrations. A touching remembrance ceremony was held, which included the lighting of the candles representing each of the military services. Also, there was a "VA Panel on Updates: What's New Since 2004" that offered information on women Veterans' health care, mental health, homeless programs, benefits, employment, VA/Department of Defense initiatives for returning Operation Enduring Freedom (OEF)/Operation Iraqi Freedom (OIF) Veterans, and the Defense Department Advisory Committee on Women in the Services (DACOWITS). Following the panel, participants were allotted time to visit the exhibits stationed throughout the hotel.

A luncheon was sponsored by AMVETS, DAV, and the VFW. Dr. Irene Trowell-Harris, Director of the Center for Women Veterans, presented a small memento of thanks to each of the Summit 2008 co-sponsors and special supporters. The luncheon speaker, former U. S. Marine Corps Captain Vernice G. Armour, sponsored by TriWest, motivated the audience with her pioneering spirit, and EXCELerated Passion! Her empowering message was: "Acknowledge the Obstacles...Don't give them power!"

The first group of concurrent workshops began Friday afternoon, and topics included: Challenges During and After Deployment for Guard/Reserve Women Veterans; Military Sexual Trauma/Readjustment Counseling; Valuing Diversity; Environmental Exposure Concerns: WWII to Present; What the Health Data Show; VA Benefits and Services; Playing by the Unwritten Rules: Personal and Professional Influence; and VA and Families: The Silent Connection During Transition Years 1-5. A narrative of the discussion items can be found in these Proceedings. Members of VA's Advisory Committee on Women Veterans introduced the workshop speaker(s). Responding to feedback provided from participants of previous summits, the workshops were offered more frequently to allow participants multiple opportunities to attend the informative sessions.



Marsha Four at the WIMSA Exhibit, 2008

On Friday evening, the Summit participants attended a reception at the Women in Military Service for America (WIMSA) Memorial, sponsored by American Legion Auxiliary. They were able to view a recently added exhibit, “The American Soldier: A Photographic Tribute – The Civil War to Iraq,” and to preview the *Lioness* documentary prior to Saturday’s full screening of the film. WIMSA Foundation President, Brigadier General Wilma Vaught, welcomed the attendees in the auditorium and introduced the *Lioness* directors, Meg McLagan and Daria Sommers, and three of the soldiers featured in the film— Rebecca Nava, Sergeant Ranie Ruthig, and Captain Anastasia Breslow— each provided a brief glimpse of their experiences. The other *Lionesses* featured in the documentary, Shannon Morgan and Major Kate Guttormsen, were unable to attend. The documentary follows five female support soldiers who served together for a year in Iraq with Marine Corps units.

General Vaught and Dr. Irene Trowell-Harris were honored with lifetime memberships from the American Legion Auxiliary. The Royal Neighbors of America presented two Heroes at Home Women’s Veteran Scholarships.



Brigadier General Wilma Vaught (left) was honored with a lifetime membership from the American Legion Auxiliary, Mary Davis (right) presenting.



Dr. Irene Trowell-Harris (left) was honored with a lifetime membership from the American Legion Auxiliary, Mary Davis (right) presenting.



Congresswoman Susan Davis (center) and the directors of Lioness documentary Meg McLagan (right) and Daria Sommers (left).



Congresswoman Davis with Lionesses (from left to right) Sgt Ranie Ruthig, Rebecca Nava (front) and Captain Anastasia Breslow.

Unique to the 2008 Summit was a town hall meeting facilitated by Dr. Shirley Quarles, Chair of the Advisory Committee on Women Veterans, and the members of the Committee, who were available to answer questions in their respective areas of expertise. The town hall was open to the community, and provided the participants a forum to openly express their concerns. The discussion was engaging and informative. The participants expressed a desire for more frequent outreach from VA. It was recommended that the Center for Women Veterans post quarterly updates of VA initiatives on its website, which has since been implemented.

On Saturday, the concurrent workshops resumed, with additional offerings: Updates on VA Programs for Homeless Veterans; More Than Artificial Limbs: Prosthetics' Interdisciplinary Approach to Healthcare; and VA and Families: Post Transition Years: 6 Years and Beyond.

Congresswoman Susan Davis (CA) was an active participant, viewing the Lioness documentary, making comments during the town hall, speaking with the Directors and Lionesses that were available, and attending a workshop. The Washington DC VA Medical Center offered health screening throughout the day for attendees of the Summit.



Gale Bell (left), Women Veterans Program Manager (Washington, DC) with Barbara Pittman (right) DC Mayor's office, Advisory Committee member.



DC VA Medical Center staff.



Dr. Irene Trowell-Harris (left) with Dr. Shirley Quarles (right), Chair of the Advisory Committee on Women Veterans during surprise tribute.

On Sunday, Dr. Donna Washington provided the closing keynote address on “Research: What Women Veterans Need to Know.” Because participants may not have been able to attend all the workshops, a brief summary of each of the workshops was given. General Vaught surprised the audience with closing remarks that began a tribute to Dr. Irene Trowell-Harris, in celebration of her stellar career and her dedication to women Veterans. Dr. Moseley Brown, Associate Director of the Center for Women Veterans, continued the journey of Dr. Trowell-Harris’ career, introducing a dramatic presentation by Ms. Zorina Pritchett of Veterans Benefits Administration; a presentation from Ms. Delilah Washburn, President, National Association of State Women Veterans Coordinators; a presentation from the Advisory Committee on Women Veterans; a lifelike caricature created by Mr. Melvin Daley, an Exhibit Specialist at VA; and a touching video and musical presentation from Ms. Michelle Terry of the Center for Women Veterans.

The role of women in the military is changing rapidly. Currently, women comprise 15 percent of the active duty military, 16 percent of the reserves, and 20 percent of the new recruits. Today, women are serving in all branches of the military and are eligible for assignment in most military occupational specialties. Statistical projections indicate that by the year 2010, women will comprise well over 10 percent of the Veteran population, a significant increase over the current 7.7 percent figure. The changing demographics of the Veteran population will have a significant impact on all agencies and organizations providing services to Veterans. VA’s Center for Women Veterans is committed to ensuring that the services women Veterans require will be available for them when they are needed.

Proceedings from this Summit is published by the Center for Women Veterans and made available to agencies and organizations interested in Veterans’ issues, including VA senior leadership, the Defense Advisory Committee on Women in the Services (DACOWITS), the House and Senate Veterans’ Affairs Committees, state governments and national Veteran’s service organizations. The 2008 Proceedings will also be available on the Internet at: www.va.gov/womenvet/.



The White House



THE WHITE HOUSE
WASHINGTON

June 5, 2008

I send greetings to those gathered for the 2008 National Summit on Women Veterans' Issues, hosted by the Department of Veterans Affairs.

Our women in the military have made great contributions to the country they love. The Summit is an opportunity to discuss initiatives, focus on outreach, and learn more about the concerns of the brave women who have served our country.

I join with all Americans in saluting our women veterans for your honor and patriotism. I also commend all those involved with the Summit for your dedicated service to our veterans and for working to make this event a success.

Laura and I send our best wishes for a successful Summit. May God bless you, may God bless our veterans, and may God bless America.

A handwritten signature in black ink, appearing to read "George W. Bush".





THE SECRETARY OF VETERANS AFFAIRS
WASHINGTON

A MESSAGE FROM THE SECRETARY OF VETERANS AFFAIRS

It is an honor and a privilege to welcome you to "Summit 2008: A National Summit on Women Veterans Issues."

The service and sacrifices of women have always been important elements of our Nation's success. Women have served valiantly and died in every major war and conflict throughout our Nation's history. Today, their contributions remain unwavering. With women performing an increasing role in the military as part of the active duty and reserve components--especially in ongoing operations in theaters of conflict—and as the needs of past generations of women veterans evolve, the Department of Veterans Affairs (VA) remains committed to ensuring that benefits and services are available to address the changing needs of women veterans.

VA has made many strides and advancements in women veterans' research and services and we are dedicated to "filling in the gaps" that may still exist. Your participation in "Summit 2008: A National Summit on Women Veterans Issues" will be beneficial in identifying those gaps and helping to shape our response to those needs.

At a time when members of our Armed Forces are being asked, once again, to sacrifice in defense of our great Nation, it is important that VA continues to set the example for others in the manner in which we honor the service of men and women in the military.

I thank the participants, stakeholders, and the planners of this National Summit for their commitment and dedication to working together to meet the needs of women veterans. Thank you for your attendance and for your resolve to assist us in caring for our American heroes. Best wishes for a successful and productive event.

A handwritten signature in blue ink, which appears to read "James B. Peake".

James B. Peake, M.D.



THE DEPUTY SECRETARY OF VETERANS AFFAIRS
WASHINGTON

A MESSAGE FROM THE DEPUTY SECRETARY OF VETERANS AFFAIRS

I am pleased to welcome you to "Summit 2008: A National Summit on Women Veterans' Issues."

Women veterans represent one of the fastest growing segments of veterans. They have always been a vital part of our national defense. We can recite the honor roll of women who, from our country's earliest accounts, have preserved our Nation through sacrifice and service in times of crises. With women performing an increasing role in the military as part of the active duty and reserve components, especially in ongoing operations in theaters of conflict, it is important we continue to be vigilant of their needs.

The 2008 Summit will mark progress and chart the blueprint for continued advances that will echo in VA's programs and services available to women well into this century. The Department of Veterans Affairs (VA) is committed to helping all veterans transition, seamlessly, from military to civilian life. We are equally dedicated to ensuring that women veterans, from all eras, receive the benefits and services that they have earned through their military service. America's women veterans deserve nothing less.

I thank you for your participation in this event and commend you for your dedication to supporting the women veterans of this great Nation.

Sincerely yours,

A handwritten signature in black ink, reading "Gordon H. Mansfield", is centered below the text "Sincerely yours,".

Gordon H. Mansfield





Welcome

To Washington, DC

2008 Summit on Women Veterans' Issues

June 21, 2008

As Mayor of the District of Columbia, it is my pleasure to extend a warm welcome to the 2008 Summit on Women Veterans' Issues.

This event will provide attendees an opportunity to discuss issues of concern regarding women veterans, as well as offer a health expo. As you gather to reflect on your past accomplishments, I invite you to experience our night life, eat in our restaurants, and visit our monuments, museums and diverse neighborhoods. We look forward to your continued support to help enhance the quality of life of others.

On behalf of the residents of the District of Columbia, you have my best wishes for a productive and memorable event.

A handwritten signature in black ink, appearing to read "Adrian M. Fenty".

Adrian M. Fenty
Mayor, District of Columbia







James B. Peake, M.D., Secretary of Veterans Affairs

KEYNOTE ADDRESS

The Honorable James B. Peake, M.D.

Secretary of Veterans Affairs

June 20, 2008



Thank you, Dr. Trowell-Harris for your kind introduction. Thank you all for your warm reception. Good morning, everyone. It's both a privilege and a pleasure to join you.

Before I begin, I want to thank Dr. Trowell-Harris and the Center for Women Veterans, my Advisory Committee on Women Veterans, VA's Employee Education System, Learning University, and the 2008 Summit Planning Committee for your individual and collective commitment to America's women Veterans.

And, on behalf of the Department of Veterans Affairs, my gratitude goes to our long-time VSO partners—the American Legion Auxiliary, AMVETS, DAV, and the Veterans of Foreign Wars, who have so generously co-sponsored this event. And to BVA, the Military Officers Association of America, PVA, the American Legion, TriWest, and the Vietnam Veterans of America for your special support of this National Summit on Women Veterans Issues.

This Summit represents a dynamic collaboration among partners to advocate for the 202,000 women serving in our Armed Forces and for our growing community of women Veterans—1.7 million strong. This event is also a tribute to women who gave of themselves to protect and defend this country and to broaden the scope of democracy. They are continuing to do so in places like Iraq and Afghanistan where they make up fully 11 percent of the Force.

Women bring their talents and commitment to almost every occupation in military service. They serve almost everywhere America stations her troops. And I know I'm *preaching to the choir* when I say they have made a lasting mark on the military history of our country!

This is not a gender issue because the truth of the matter is that service to country recognizes no gender. Not at the military academies not in the military services and not in public service; and we, at VA, are particularly sensitive to that fact. Let's look at the numbers. They tell the story.

- 1.1 million women Veterans in 1980 1.6 million in 1990 and a projected 1.8 million just two years from now.
- In 1950 the percentage of women in the military was just 2 percent today it's 14 percent.
- In that same year, the percentage of working women was just 30 percent. Today, women make up 46 percent of the labor force; by 2016, it's projected to be 47 percent.
- And women are projected to account for almost 50 percent (49 percent) of the increase in total labor force growth in the decade between 2006 and 2016.

The power of women in our economy is enormous. And, in the military, their growth and influence are a microcosm of the overall ascendancy of working women in America. Only more so.

Two and a half percent of Fortune 500 CEOs are women. In contrast, in the Army, almost 5 percent of all generals are women. That's twice as many women in leadership positions in the Army as in the corporate sector. Equal opportunity is nowhere more evident than in our nation's Armed Forces. With that rising equal opportunity, comes the equal opportunity for women to take on the great responsibility of facing our nation's enemies on the battlefield.

Today, women are in the line of fire and returning that fire as never before. Whether as pilots in F-16s or B-1s, in the crews of Humvees, or as captains of Navy surface vessels—women are an integral part of our fighting forces. And, like their male counterparts, they are making the same sacrifices in terms of combat injuries and deaths.

This conference is hugely important for a number of important reasons that speak to providing women with the best programs and services in recognition of their status as Veterans. I can tell you that from my perspective, there is one salient, overarching reason. Change—change borne of new demographics, new requirements, and new expectations.

The Summit is a highly visible, key part of my Department's strategy to be sure we are leaning forward in our mission to serve Veterans of the 21st century—**all** Veterans. That translates to better outreach and improved access to timely primary care, specialty care, mental health services, rehabilitation services, and dental and eye care.

It calls for stepped up research into women's health issues, broader employment opportunities, and more inclusive homeless services. We must be sure no one *'falls through the cracks.'* It means screening and treatment for military sexual trauma (MST) as well as increased residential treatment resources for MST-related mental health conditions. And by the nature of our mission, it means broadening our rehabilitation and prosthetics services. Over the past 5 years, 8,933 women Veterans of the campaign in Southwest Asia have received a prosthetic device.

In response to this demographic shift, our Prosthetic Service is creating a Prosthetics Women Work Group, which will be chaired by the Service's new deputy director, a retired Army Medical Service Officer with 27 years of service—Ms. B.J. Randolph. She will be working to bring women's prosthetic issues to the forefront of VA health care. She and her new group will address women's concerns about prosthetic cosmetic issues as well as device training, repair and replacement. Very importantly, they will elevate prosthetic and orthotic research ideas that are women-unique.

I want to emphasize one thing. Despite this initiative, make no mistake that our Prosthetics Service currently provides the exact same level of care for women as it does for men. Our new working group will enhance that level of care in areas that must include a female perspective if we are to best serve women Veterans.

Although VA already has a panoply of services and programs that respond to women's needs, we are in the process of globally reinventing ourselves with initiatives that reflect a new operating paradigm—a women-centric paradigm.

I'd like to talk briefly about our Vocational Rehab and Employment Program. I recently looked at a study by the Census Bureau that shows that women Veterans earn higher salaries than non-Veterans. It also found that they also worked more hours and more weeks during the year. Although I think we can attribute a lot to the strong work ethic attached to military service ... I also believe we can attribute some of their success to the good job training they are eligible to receive after military service.

As expected, we see an increasing trend in the numbers of women Veterans enrolled in our VR&E program. At the end of fiscal year 2007, women comprised 23.6 percent of total program participants. And the types of programs they seek out most? Well, the vast majority of women Veterans attend an undergraduate program in the professional, technical, or managerial occupational areas.

As the Census Bureau noted, they are meeting with a high degree of success. The following account about one of our service-connected disabled women Veterans is not unusual. She applied for VR&E in 2001 and was approved for an undergraduate degree and, after that, for a graduate degree, which she completed at the Keller Graduate School of Management of DeVry University (NY). She completed her educational goal by 2006, after which, she obtained a job with the Chicago Public School System. Today, she is earning \$50,000 a year



with benefits. Not a bad career path for a highly motivated E-5! Hers is a success story that has been repeated time and again by women Veterans.

With the unprecedented influx of women Veterans into our system, we have already initiated an across-the-board evaluation of our health care services, limitations, access and waiting times, and clinical quality of programs. A critical part of this assessment is in developing quality performance data by gender. To get at the root causes of gender disparity, VA is analyzing Department-wide data to see where we can do a better job of identifying those causes and make systemic corrections in a timely way.

On another note, acquisitions are high priority. We are making a full court press to ensure women Veterans receive the highest quality of care. And we are spending more than \$32 million to do that by purchasing state-of-the-art, specialized women's health care equipment for our facilities. These purchases include:

- full field digital mammography equipment,
- stereotactic imaging technology,
- specialized ultrasound and biopsy equipment, and
- DEXA scanners for bone density measurements.

Our efforts are paying off. According to a recent *'hospital report card'* by VA, our Department's screening for breast and cervical cancer exceeds screening in private sector facilities.

Because 86 percent of our returning OIF/OEF women Veterans are under age 40 and may have expectations of having children, we have launched an initiative to prevent birth defects by educating our health care providers in prescribing medications to women who may become pregnant. The program's targeted focus on safety assists clinicians in better understanding the risks associated with prescribing medications to women of child-bearing age.

Clearly, training is a critical issue. We are working to promote sensitivity, understanding, and respect for women who come to us for care. In order to do that, we are scheduling a series of women's health education sessions for VA health care providers. Three of these hands-on, mini-residency programs will be conducted this year ... and five more will be added in FY 09.

In our broadening approach to women's health, our researchers are addressing factors in diseases that have a high prevalence among women, such as lung cancer. We can't talk about lung cancer without mentioning smoking. Last year, VA developed clinical smoking cessation programs specifically for women Veterans.

In short, we are prescribing a host of reforms to become more responsive, women-focused, and effective in our mission. The bottom line is that, since the last Women's Summit in 2004, positive change has occurred and significant progress has been made. Are there problems? Of course. Is there still work to do? Absolutely.

The confidence of our Veterans—both men and women—rests on the credibility of our system. That is why your attendance at this conference is so important. This public forum will bring visibility to the issues important to women Veterans of all eras. It reminds us of our past, and our future. It makes us think about what we have accomplished, and what remains to be done.

We are in a rapid change environment. By your participation in the 2008 Summit, you are VA's change agents, and our Department's conduit for continued progress. By your advice, counsel and recommendations, you provide the matrix, the roadmap, if you will, for VA to follow over the coming decades as we transition to deliver greater levels of care, programs, and services for women Veterans.

Thank you, all, for what you have done,
and what you continue to do to further their cause.





SUMMARY OF CONCURRENT WORKSHOP SESSIONS

The 2008 National Summit on Women Veterans Issues held concurrent workshop sessions to discuss a variety of issues focused towards women Veterans. In some instances, the suggestions were beyond the scope of the Department of Veterans Affairs but are included in these Proceedings to document discussion areas.

I. Challenges During and After Deployment for Guard/Reserve Women Veterans

Moderator: **Dr. Marianne Mathewson-Chapman**, Major General U.S. Army (Ret.), Army National Guard/Reserve Coordinator for the Veterans Health Administration

Speakers:

- Colonel Gloria Maser, U.S. Army Reserve
- Technical Sergeant Susan Mayer, Air Force Reserve, Military Equal Opportunity Advisor
- Brigadier General Deborah McManus, Deputy Adjutant General, Alaska Air National Guard
- Major Cynthia Rasmussen, U.S. Army Reserves, Combat Stress Team, 88th Regional Readiness Command, Wisconsin
- Second Lieutenant Tulsi Tamayo, Military Police, Hawaii Army National Guard
- Leanne Weldin, Army National Guard, Veterans Service Center Manager, Pittsburgh Regional Office, Department of Veterans Affairs

The objective of this session was to share military experiences during deployment, to compare any differences, and identify what services were or were not available. Although the experiences may be common, they are unique to each individual. Some of the feelings/experiences that were expressed were:

- The American public and employers do not understand the context of their military service.
- The stereotype of Reserves and Guard by active duty members is still evident.
- More mothers, grandmothers and daughters are being deployed together.
- Communication with family members is a challenge – what to say when coming home – how to talk about experiences and how everyone involved changes.
- Age specific medical issues – medication is not always available.

Workshop Topics of Discussion:

The challenge that Guard/Reserve face when transitioning from deployment back to civilian life is expecting things to be the way they were. Because there is a significant impact on family and relationships during deployment and combat they must re-learn things upon returning home. Some actions that may ease this transition phase are:

- Bringing all Department of Defense (DoD), VA and other social network resources together to take national/community responsibility for the Veterans.
- Educating public, Department of Defense (DoD) and VA on the Reserve and Guard components and military population/culture as a whole in the area of service to country and transition/reintegration issues.
- Developing seamless transition between dual component systems – Reserve to Active Duty and back.
- Receiving timely/access to medical care after deployment, including a lack of understanding of benefits.
- Developing a more comprehensive and effective transition brief.
- Providing continuous information about benefits and services that should be available for Reserve and Guard members.

Future Areas of Consideration:

- Development of a Joint National Program (all military services-standardized) for all mobilized Guard/Reserve members to receive reintegration and transition information.
- Continued counseling, before mobilization, during deployment, for families, and for years after deployment.
- Mandatory enrollment into VA health care.



II. Military Sexual Trauma / Readjustment Counseling

Moderator: **Dr. Susan McCutcheon**, Director of Family Services, Women's Mental Health and Military Sexual Trauma, Department of Veterans Affairs

Speakers:

- Dr. Rachel Kimerling, Director for Monitoring, Military Sexual Trauma (MST) Support Team, Office of Mental Health Services, Veterans Health Administration, Department of Veterans Affairs
- Amy Marcotte, Acting Team Leader, Sanford Vet Center in Springvale, Maine, Readjustment Counseling Service (RCS), Department of Veterans Affairs

The objective of the workshop was to provide background information about MST, how to access available treatment for MST, and services provided by Vet Centers. Since 1992, the Department of Veterans Affairs (VA) has provided outreach and counseling services to women with MST. In 1994, these same benefits were extended to men. VA issued directives that mandate that each VA medical facility must monitor MST screening, provide treatment and outreach, plus provide free care for physical and mental health conditions related to MST. Each VA medical facility must train staff on MST-related issues.

Vet Centers services include: assessment; individual, group and family therapy; substance abuse assistance; employment services; benefits assistance; liaison with VA; and recreational activities. RCS is providing outreach to Veterans to inform them of the resources within the Vet Center and VA systems available to assist with the readjustment process.

Workshop Topics of Discussion:

- Each VA medical facility has designated a MST point person to coordinate MST-related monitoring, treatment, and to ensure MST-related education and training occur.
- All Veterans seen for VA health care must be screened at least once for MST. The treatment for physical and mental conditions (including medications) related to MST is free.
- Some facilities have separate treatment programs for men and women.
- All residential and inpatient MST programs must have separate sleeping areas for men and women.
- Current outreach campaign showing female servicemembers/Veterans stating "You weren't alone over there, don't be alone back home."



Panel from workshop



Amy Marcotte



Dr. Susan McCutcheon



Dr. Rachel Kimerling

Workshop participants were informed about the MST Support Team, established by the Department of Veterans Affairs' Office of Mental Health Services to monitor and oversee MST-related education and training, and to promote best practices for MST screening and treatment within the Veterans Health Administration. Some recent initiatives include hosting monthly training calls, developing a VA Intranet Web site accessible to all VA providers, disseminating information about web-based and in-person training opportunities such as the national rollouts of empirically supported treatments and the development of outreach materials for Veterans such as brochures and posters.

In summary, Veterans should know that recovery from experiences of sexual trauma is possible. VA provides free care for mental and physical health conditions related to MST. Nationally, VA is engaged in a number of ongoing initiatives to ensure that adequate services are available from providers with expertise in sexual trauma.

Ms. Marcotte discussed how the mission of the Vet Center is to seek out Veterans suffering life readjustment problems related to their combat experiences or as a result of sexual assault/harassment occurring while on active duty. Vet Centers provide free counseling and referral services to facilitate a successful readjustment to civilian life. It is important to note that eligibility includes (1) Veterans who have served in a combat zone, (2) survivors of MST or sexual harassment, and (3) bereavement. Readjustment is gender neutral and universal. Veterans are encouraged to seek assistance when feeling "out of synch," irritable, jumpiness/restlessness, sadness, substance abuse, can't sleep, having problems working, and experiencing suicidal thoughts.

Vet Centers are confidential, community-based facilities that are often staffed with a large number of Veterans. A unique component of Vet Centers is their ability to include family members in treatment with the Veteran. Most teams consist of female and/or women Veteran staff members who are available to support women Veterans, as requested.

Keys to Readjusting to Civilian Life:

- Understand readjustment
- Capitalize on strengths
- Understand impact of service
- Learn new strategies
- Set goals
- Interact with others
- Use supports (Trying to be tough or ignoring the problem does not work long-term.)

III. Valuing Diversity

Speakers:

- Lucretia McClenney, Director, Center for Minority Veterans, Department of Veterans Affairs (Colonel, AN, USA, Retired)
- Dr. Regina T. Akers, Archivist, Oral Historian, and Specialist on Minorities in the Military, Naval Historical Center, Washington Navy Yard

The objectives of this workshop were to (1) increase personal awareness of diversity and its influence, (2) identify factors influencing diversity, and (3) develop a greater appreciation for diversity.

Workshop Topics of Discussion:

The speakers used the Department of Labor's definition of diversity, "Diversity is a composite of racial, gender, ethnic, national origin, cultural, attitudinal, socio-economic and personal differences."

Discussion items included using Marilyn Loden's (Workforce America) diversity wheel – that illustrated the primary and secondary dimensions of diversity as well as factors influencing diversity in the military.

The workshop included an activity titled "The Neighborhood Exercise" which demonstrated how common it is to have, develop or intensify prejudices, stereotypes, and false assumptions with minimal information. In the exercise, the participants received descriptions of 12 potential neighbors, and were asked to select a neighbor and share why they made their initial choices. After each participant selected a neighbor, additional factual information about the neighbor was provided. While there were no right or wrong answers, it was very important for the participants to be honest about how and why they arrived at their decision. It was an enlightening experience for everyone.

The participants were surprised to learn the definition of diversity and how they had and/or had not observed it in their work and home environments. During the workshop, some participants shared very painful and upsetting encounters with VA personnel and others who treated them differently because of their ethnicity, name, or some other outward characteristic.

It also became evident to participants that while the Department of Labor has a definition of diversity, there is great disparity between that definition, how people perceive diversity, and how people experience it. Moreover, the definition of diversity and the emphasis placed on it varies from agency to agency. Diversity is an issue that impacts all of us and each of us can embrace diversity more within and outside the military community by appreciating differences between people, being more sensitive to those differences, and taking the time to get to know someone who is different from ourselves.



Diversity workshop



Dr. Regina T. Akers



Lucretia McClenney



Discussion during workshop

Some items that were discussed during the workshop:

- Include more male participation at the Women Veterans Summit.
- Increase cultural competency training for VA staff nationwide, especially those who work directly with Veterans.

IV. Environmental Exposure Concerns: WWII to the Present

Speakers:

- Dr. Mark Brown, Director, Environmental Agents Service, Office of Public Health and Environmental Hazards, Veterans Health Administration, Department of Veterans Affairs
- Michael Bargmann, Veterans Benefits Administration, Wounded, Ill, and Injured, Senior Oversight Committee Staff Office, Department of Veterans Affairs

The objectives were to describe how VA responds to deployment-related environmental health concerns, and how the current process came about (such as the Agent Orange Registry and Gulf War Registry).

The Office of Public Health and Environmental Hazards of VA is responsible for monitoring environmental health concerns related to each military deployment, in addition to environmental and occupational health concerns related to all military personnel regardless of their deployment. The relationship between exposure to deployment-related chemical and biological agents and specific illnesses can be critical when determining disability compensation, especially in cases where the disease or injury involves a chronic disease of unclear cause.

Workshop Topics of Discussion:

Two challenges for Veterans that believe their illness was caused by an exposure to some deployment-related environmental hazard are:

- How to provide adequate justification to VA for the determination of service connection.
- How to establish a direct service connection when the injury or disease involves a chronic disease of unclear cause.

Mr. Bargmann provided insight on how Veterans can better prepare their claims for service-connection (for both initial and previously denied claims). Although Veterans may receive health care at VA medical centers for their illnesses and injuries, it is also important that they file a service-connected claim for injuries that incurred during their military service or was aggravated due to their service.



Michael Bargmann



Dr. Mark Brown

In summary, the presenters discussed how VA made several strides in assisting Veterans with these challenges; VA sponsored many scientific studies and reviews on the possible long-term health effects from various deployment-related environmental exposures. This work helped VA determine which illnesses should be tied to deployment-related military environmental hazards. In addition, Congress gave VA the authority to establish a presumption that a specific illness was caused by a specific exposure to an environmental hazard, even when proof may be lacking. VA recognizes the need to fairly and scientifically evaluate disability claims for chronic conditions that may be based upon environmental exposures that occurred during military deployments abroad and to communicate openly and fully about deployment-related environmental health concerns with Veterans, their families and also with health care providers.

V. What the Health Data Show

Speaker: Dr. Patricia Hayes, Chief Consultant for Women Veterans Health Strategic Healthcare Group, Veterans Health Administration, Department of Veterans Affairs

The objective of the workshop was to discuss what health data shows regarding women Veterans. Dr. Hayes provided an extensive presentation on issues related to women Veterans' healthcare. Because of the influx of female Veterans to VA, there are numerous VA initiatives focusing on the transition and continuity of care for women Veterans impacted by Operation Enduring Freedom/Operation Iraqi Freedom (OEF/OIF).

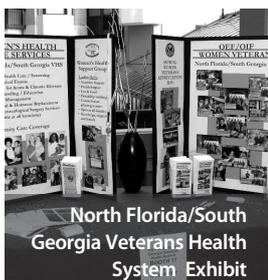
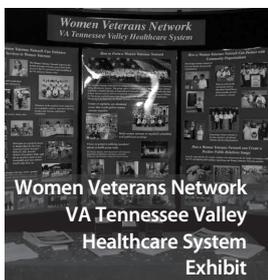
According to Dr. Hayes, the population of women Veterans using VA's healthcare has almost doubled since 1999. VA has determined from ongoing data evaluation that the care provided to women Veterans is disparate from that provided to male Veterans.

Workshop Topics of Discussion:

Some items that were discussed during the workshop:

- Provide more primary care providers who are proficient in women's health care.
- Increase attention to comprehensive women's healthcare beyond the reproductive health issues and an increased recognition of women Veterans' unique and complex health care needs in order to accommodate the influx of more women Veterans.
- How to assess the disparity and quality of women's primary care.
- Integrate mental health care into the primary healthcare of women Veterans.
- How to better serve/communicate with minority women Veterans and how to reach those living in rural areas.





To address this challenge, the Undersecretary of Health mandated that all Veteran sites must provide primary care for women's health; the Women Veterans Health Strategic Healthcare Group is conducting a survey of facilities and Community Out-based Clinics regarding services offered. The Veterans Health Administration is also developing recruitment strategies to assist the field in hiring full-time Women Veterans Program Managers at each VA medical center facility.

VI. Department of Veterans Affairs Benefits and Services

Speakers:

- Carolyn Bryant and Blondell Robinson, Co-Leads, Women Veterans Coordinator (WVC) Program, Veterans Benefits Administration, Department of Veterans Affairs
- Connie LaRosa and Meri Mallard, Deputy Field Directors from Veterans Health Administration, Department of Veterans Affairs

The objective of the workshop was to provide an overview of VA benefits and services, and discussed the challenges of outreach to women Veterans of all eras.

Workshop Topics of Discussion:

The primary concerns were:

- Find new and innovative ways to inform women Veterans of all eras that they too are Veterans.
- Inform women Veterans about enhanced VA benefits and services, especially when laws, guidelines or treatment methods are updated.
- Inform women Veterans how to apply for these benefits and services, not only via VA, but with VSO, states and other Veterans advocates.

The participants heard an overview of available benefits such as:

- compensation and pension;
- education, vocational rehabilitation and employment;
- life insurance,
- home loan guaranty, and
- burial and survivor benefits.

Carolyn Bryant, VBA, also provided insight on the Department of Defense FY07 Report on Sexual Assault in the Military, Restricted and Unrestricted Reporting, and how Veterans may receive compensation for MST.

In summary, it is important for women Veterans to know that:

- Each VA Medical Center has a Women Veterans Program Manager to assist them.
- Each VA Regional Office has a Women Veterans Coordinator to help them file claims for service-connection.
- Veterans may come to VA for MST to receive care related to the trauma without filing a claim for service-connection.

VII. Playing by the Unwritten Rules: Personal and Professional Influence

Speaker: Ms. Indigo Johnson, Author and CEO of Careers in Transition

Ms. Johnson assisted participants in understanding the unwritten rules for success. The objectives of this workshop were to:

- Increase women’s abilities to navigate their career in any environment.
- Improve results by creating a positive behavioral change both personally and professionally.
- Develop an understanding of how to move beyond the middle and towards a well-defined career goal and objective.

The acronym “PIE” was used to illustrate how to make this happen—Performance, Influence/Image, and Exposure. The audience examined what was “the middle” and why the majority of Federal employees, especially women, reside in “the middle” despite their efforts to move up. Ms. Johnson explored how managers often “over manage” low performers and high performers, and miss opportunities to motivate and promote employees who are stuck in “the middle.”

Workshop Topics of Discussion:

The overarching discussion points were:

- Everyone is accountable for their success and cannot abdicate the responsibility of career management.
- The most important point is to know that everyone has choices. One can choose whether to either play the game or sit the bench.
- The game is not easy, and the rules are often unwritten. However, the unwritten rules exist, and when women are “up to bat” they should be mindful about the games that are played.
- When the time comes to establish, or re-establish rules of your own, try to be fair and just.



Playing by the Unwritten Rules workshop



Ms. Indigo Johnson



Ms. Indigo Johnson at workshop



Ms. Indigo Johnson at workshop



VIII. VA and Families

The Silent Connection: During Transition Years 1-5 (Friday) Post Transition Years: 6 Years and Beyond (Saturday)

Facilitators/Speakers:

- **Velma Hart**, National Financial Director/Chief Financial Officer for AMVETS
- **Joanna Truitt**, DC Director of the American Legion Auxiliary

Panelists:

- Mary Davis, National Chairperson, American Legion Auxiliary
- Ray Kelly, National Legislative Director, AMVETS
- Claudia Perry, National Service Officer, Blinded Veterans Association
- Dr. Mary Ann Nelson, Chairperson, Defense Advisory Committee on Women in the Services (DACOWITS)
- Colonel Denise F. Dailey, Military Director, Defense Advisory Committee on Women in the Services (DACOWITS)
- Aunjel L. Anderson, Supervisory National Service Director, Disabled American Veterans
- Dr. Barbara V. Romberg, Founder and President of Give an Hour
- Flor Philips, Associate Director, Child Care Aware
- Edward (Ted) Diaz, Assistant Director for DoD Outreach, Heroes to Hometown Coordinator, The American Legion
- Richard F. Weidman, Executive Director for Policy & Government Affairs, National Staff, Vietnam Veterans of Americas

The workshop featured discussions of “VA and Families: the Silent Connection Early Transition Years (1- 5)” and facilitated a second panel discussion on benefit programs available post transition: 6 years and beyond. A representative from Department of Defense (DoD) and Veteran service organizations discussed programs that their organizations offer to women Veterans, in particular, after the initial transition phase of 1- 5 years.

There have been many changes in the services and benefits available to Veterans. Many Veterans who served in the Korean, Vietnam and the Persian Gulf wars are unaware of these services and benefits, especially, women Veterans. The Veterans from these earlier eras believe these services are for recently discharged Veterans only, but that is untrue. The Department of

Veterans Affairs, Veteran service organizations and other community groups continue to reach out to these Veterans to educate them about their eligibility for many programs, benefits and services. However outreach continues to be a challenge.

Improved education and outreach to service members, Veterans and non-Veterans, and their families continue to be a challenge for the Department of Veterans Affairs, VSOs and other community programs. Many newly separated service members may have heard about the programs available to them; however, are unaware of those that may have an immediate impact on their ability to gain employment, obtain childcare and reestablish relationships.



Workshop Topics of Discussion:

Below is an overview of the services discussed during both workshops:

- Mary Davis, National Chairwoman of the American Legion Auxiliary provided an overview of two programs that her organization offers: the Girls State and the Samsung American Legion Scholarship programs:
 - The Girls State program is designed to teach young women about good citizenship and the basic ideals and principles of government in a democratic society. Participants in this program develop an understanding of their role in the democratic process and through participation become eligible for scholarship the range from \$1,000 to \$20,000. For more information about this program, go to: http://www.legion-aux.org/Programs/GirlsState_GirlsNation/index.aspx.
 - The Samsung American Legion Scholarship program is a 5 million dollar endowment scholarship fund administered by The American Legion. This program offers scholarships ranging from \$1,000 to \$20,000 dollars to the children, grandchildren (legally adopted children included) of U.S. wartime Veterans who served on active duty during one or more of the periods of war designated by the American Legion and participated in a Girls or Boys State Program. For more information about this program, go to: <http://www.legion-aux.org/Scholarships/TalSamsung/index.aspx>.
- Ray Kelly, Legislative Director of AMVETS discussed the extensive outreach they provide to women Veterans. AMVETS provides training for Service officers and assists Veterans in submitting their claims for training, disability, or compensation. AMVETS also networks with businesses and professional societies in order to expand and improve on the services that they offer to women Veterans. For more information on AMVETS, go to <http://www.amvets.org/>.
- Claudia Perry, Blinded Veterans of America (BVA) discussed the assistance they provide Veterans and their families. BVA offers assistance in the



submission of claims to VA, provides employment-networking opportunities and collaborates with other organizations and individuals with visual impairments (e.g. - National Organization for the Blind). For more on BVA, go to <http://www.bva.org/>.

- Aunjel Anderson, Service Officer, Disabled American Veterans (DAV), discussed DAV's contributions in assisting new Veterans when transitioning back to their communities. DAV's Transition Service Programs (TSP) provides services to separating service members at a multitude of military bases and treatment facilities, which include counseling and assistance when seeking to file initial claims for VA benefits. Due to a two-year grant from the GE Foundation at the DAV National Convention, they were able to hire and train additional Transition Service Officers. DAV also has a transportation network that transports Veterans to and from VA medical facilities. For more information about DAV, go to <http://www.dav.org/>.
- Flor Philips, Associate Director, Child Care Aware provided information on the National Association of Child Care Resources and Referral Agencies (NACCRRRA). NACCRRRA is working with Department of Defense (DoD) to help those who served in the military find and afford child care that suits their unique needs. In addition, they link families with the local providers and agencies to assist with needs; provide consumer guides to assist in selecting a childcare provider; assist in identifying childcare qualities a family should be looking for in meeting their childcare needs; and, help severely injured parents and guardians with transportation to and from childcare resources. Through several innovative civilian/military efforts among DoD, NACCRRRA and Child Care Resource and Referral agencies, NACCRRRA has built quality child care network throughout the country. For more information on NACCRRRA, go to <http://www.naccrra.org/MilitaryPrograms/>.
- Dr. Barbara V. Romberg, Founder and President of "Give an Hour," a nonprofit organization providing free mental health services to U.S. military personnel and families affected by the current conflicts in Iraq and Afghanistan. Give an Hour is a national network of licensed clinical psychologists and psychiatrists who provide free counseling services to families and US troops. For more information on Give an Hour, go to <http://www.giveanhour.org/>.
- Dr. Mary Nelson is the Chairman of the Defense Advisory Committee on Women in the Services (DACOWITS). The committee is composed of civilian women and men who are appointed by the Secretary of Defense to provide advice and recommendations on matters and policies related to the recruitment, retention, treatment, employment, integration and

well-being of women in the armed forces. Dr. Nelson discussed the contributions that Department of Defense (DoD) makes towards addressing the issues concerning women and families in the military during their transition from military service. One resource discussed was TurboTap, an interactive website that provides life-long support to separating military service members and their families through providing a single source for accessing the benefits earned through military service as well as key follow-on assistance. TurboTAP was developed through a collaborative partnership between DoD, Department of Labor, Department of Veterans Affairs, Department of Education, Small Business Administration, the National Veterans Corporation and the National Guard Bureau. These organizations, as well as their state-level counterparts, have integrated their best online tools, information and support resources to make military transitions easier. For more information on DACOWITS, go to:

<http://www.defenselink.mil/dacowits/> and for TurboTAP, go to www.turbotap.org.

- Ted Diaz, Assistant Director for Department of Defense Outreach, Heroes to Hometown Coordinator for The American Legion, discussed the need for Veteran service organizations to address the issues unique to female Veterans. He also addressed the services The American Legion Veteran service officers provide Veterans in attaining their benefits. Mr. Diaz emphasized the "Heroes to Hometown" program is being instituted in 11 VA Medical Centers to welcome home Veterans returning from Iraq and Afghanistan. The American Legion is also collaborating with VA medical centers to look at physical plant deficiencies and to take these requirements to Congress for resolution, funding or repair. For more information on Heroes to Hometown, go to: <http://www.legion.org/Veterans/h2h/about>.
- Rick Weidman, Executive Director for Policy and Government Affairs for the Vietnam Veterans of America (VVA) discussed the issues related to transition for Veterans and the services the VVA provide to Veterans. Mr. Weidman stressed the importance of mental health services being provided to returning Veterans and stated that Veterans Centers provide counseling for families and support for Veterans experiencing post-traumatic stress disorder (PTSD) and a variety of other adjustment issues. For more information on the VVA, go to: <http://www.vva.org/>.

Summit participants





IX. Update on VA Programs for Homeless Veterans

Speakers:

- Mary Rooney, MSW, LCSW, Homeless Veterans Program, Department of Veterans Affairs
- Deborah Lee, MSW, LCSW, VISN 6 Network Homeless Coordinator, Department of Veterans Affairs
- Cheryl Beversdorf, President/CEO, National Coalition for Homeless Veterans
- The Honorable Linda Spoonster Schwartz, PhD, Commissioner of Veterans Affairs for the State of Connecticut
- Marsha Four, Director of Homeless Veterans Services, The Philadelphia Veterans Multi-Service & Education Center, Philadelphia, PA

The objective of this workshop was to provide an overview of programs for homeless Veterans. Speakers provided information on national and local initiatives being conducted on behalf of homeless Veterans. More than 70,000 Veterans received specialized VA homeless services that included supportive housing, health care, and VA benefits assistance. The Veterans Benefits Administration identified and expedited more than 21,000 claims from homeless Veterans since 2003.

Workshop Topics of Discussion:

- Programs specific for female Veterans with children.
- Female Veterans more likely to experience severe housing costs.
- Most homeless female Veterans require substance abuse treatment and/or medical treatment.

In closing, during 2008, VA expanded a permanent housing initiative (HUD-VASH) in partnership with Housing and Urban Development to create 10,000 new units of Veteran specific Section-8 housing. VA will target Veterans who served in Iraq and Afghanistan, to include homeless women Veterans and women Veterans with families.

X. More Than Artificial Limbs: Prosthetics' Interdisciplinary Approach to Healthcare

Speaker: Dr. Billie Jane Randolph, PhD, Deputy Chief Prosthetics & Clinical Logistics Office, Veterans Health Administration, Department of Veterans Affairs

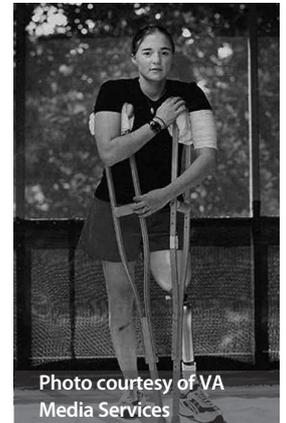
The objective of this session was to provide a full spectrum of services offered by the office of Prosthetics & Clinical Logistics and to update any policy changes. The organization has developed a prosthetics women's work group to develop needed services to all Veterans with a special emphasis on assistance to female Veterans.

Its main focus is to research products made for women (including feminine hygiene and maternal needs), understanding the concerns that women Veterans with prosthetic needs face, such as prosthetic sizes specific to females, comparable attractive shapes/colors/styles, and quality of life enhancements.

Workshop Topics of Discussion

VA's Prosthetic and Sensory Aids Service (PSAS) is committed to providing exceptional service to women Veterans. PSAS provides a wide variety of medically needed devices to Veterans such as mobility aids, blind aids, orthotic and prosthetic devices etc in accordance with VHA Handbook 1173. PSAS also provides breast pumps, breast implants, mastectomy bras, wigs, intra uterine devices (IUD's), and devices unique to women Veterans for post mastectomy, post natal care, alopecia, contraception, etc. to promote health and well-being. A national workgroup was established in 2008 to ensure that the prosthetic needs of women Veterans are being met.

In order to obtain services from PSAS, women Veterans should go through the women's clinic at their VA medical center for evaluation and consultation. For additional information regarding PSAS, Automobile Adaptive Equipment (AAE) program, Home Improvement and Structural Alterations (HISA) and Clothing Allowance benefit, please visit <http://www.prosthetics.va.gov>. VHA Handbook 1173 is also located online at <http://www.prosthetics.va.gov/Handbooks.asp>.





Appendix A*

Agenda— 2008 Summit on Women Veterans' Issues



Department of Veterans Affairs
Center for Women Veterans

National Summit on Women Veterans' Issues



SUMMIT 2008

*June 20-22, 2008
The Westin Washington
DC City Center
Washington, DC*

A Legacy of Pride, Patriotism, and Service

***Appendix A reflects the program booklet distributed at the 2008 National Summit on Women Veterans' Issues**



National Summit on Women Veterans' Issues

June 20-22, 2008

Sponsored by
Department of Veterans Affairs
Center for Women Veterans
Employee Education System (EES)
VA Learning University

Co-sponsored by
American Legion Auxiliary
AMVETS (American Veterans)
Disabled American Veterans
Veterans of Foreign Wars of the United States

Goals:

The Summit will provide women veterans, women veterans service providers, Federal and State agency representatives, legislative staffers, and other interested individuals:

- a forum in which to review issues raised in Summit 2004;
- VA's progress on these issues;
- identify and discuss current initiatives for women veterans;
- identify issues of concern to the women veteran community;
- develop recommendations to address concerns through legislative, programmatic and outreach activities; and
- develop a plan for continuous progress on women veterans issues.

Objectives:

1. Update participants on current Federal initiatives addressing women veterans.
2. Identify issues of current concern to the women veteran's community.
3. Prepare a formal document incorporating the issues and concerns of the participants. This document will be distributed to VA program officials, other Federal and State agencies, the U.S. Congress, veterans' service organizations, and veteran service providers for consideration in organizational strategic planning activities.

Agenda

Thursday, June 19, 2008

3:00 - 5:30 pm **Orientation for Facilitators**

5:00 - 7:00 pm **Early Registration**

Friday, June 20, 2008

7:00 - 8:15 am **Registration & Continental Breakfast**

8:15 am • **Welcome**

Irene Trowell-Harris, RN, EdD

Director, Center for Women Veterans

Department of Veterans Affairs

• **Presentation of the Colors**

Joint Armed Forces Color Guard

• **National Anthem**

• **Pledge of Allegiance**

• **Invocation**

Reverend Veronica Graves

Veterans Health Administration

Department of Veterans Affairs

8:30 am **Plenary Session**

Moderators:

Irene Trowell-Harris, RN, EdD

Director, Center for Women Veterans

Betty Moseley Brown, EdD

Associate Director, Center for Women Veterans

• **Opening Remarks**

• *The Honorable James B. Peake*

Secretary of Veterans Affairs

• *The Honorable Michael J. Kussman*

Under Secretary for Health

Veterans Health Administration

Department of Veterans Affairs

Friday, June 20, 2008

- **Michael Walcott**
Deputy Under Secretary for Benefits
Veterans Benefits Administration
Department of Veterans Affairs

- **The Honorable William F. Tuerk**
Under Secretary for Memorial Affairs
National Cemetery Administration
Department of Veterans Affairs

9:45 am **Remembrance Ceremony**

10:00 am **Break**

10:15 am **Overview of Summit Agenda**

VA Panel on Updates: What's New Since 2004

- Women Veterans' Healthcare –
Patricia Hayes, PhD
- Mental Health –
Antoinette Zeiss, PhD
- Homeless Programs –
Pete Dougherty
- Benefits –
Keith Pedigo
- Employment –
Greg Alleyne
- VA/DoD-OEF/OIF Initiatives for Returning Veterans –
Karen Malebranche
- Defense Department Advisory Committee on Women in the Services (DACOWITS)
Mary Nelson, PhD

11:30 am **Tour Exhibits**

Noon **Luncheon**

Sponsored by:
AMVETS
Disabled American Veterans
Veterans of Foreign Wars of the United States

Speaker: *Vernice G. Armour*
Former U. S. Marine Corps Captain

Sponsored by TriWest

TriWest Healthcare Alliance partners with the Department of Defense to do "Whatever It Takes" to support the health care needs of 2.9 million members of America's military family.

Friday, June 20, 2008

1:30 pm Tour Exhibits

2:00 pm **Concurrent Workshop Sessions I**
(Select one session)

1. Challenges During and After Deployment for Guard/Reserve Women Veterans

Facilitator: *Commander Rene Campos, USN, Retired*
VA Advisory Committee on Women
Veterans

Moderator: • *Marianne Mathewson-Chapman, PhD*
Major General, U. S. Army (Ret.), Army National Guard
OEF/OIF Outreach Office for Guard/Reserve and Families
Veterans Health Administration
Department of Veterans Affairs

- Speakers:**
- *Colonel Gloria Maser*
U. S. Army Reserve
 - *Technical Sergeant Susan Mayer*
Air Force Reserve
Military Equal Opportunity Advisor
Washington, DC
 - *Brigadier General Deborah McManus*
Deputy Adjutant General
Alaska Air National Guard
 - *Major Cynthia Rasmussen*
U. S. Army Reserves, Combat Stress Team
88th Regional Readiness Command, Wisconsin
 - *Second Lieutenant Tulsi Tamayo*
Military Police
Hawaii Army National Guard
 - *Leanne Weldin*
Army National Guard
Veterans Service Center Manager
Pittsburgh VA Regional Office
Veterans Benefits Administration
Department of Veterans Affairs

2. Military Sexual Trauma/ Readjustment Counseling

Facilitator: *First Sergeant Pamela J. B. Cypert, USA, Retired*
VA Advisory Committee on Women Veterans

Friday, June 20, 2008

Moderator: • **Susan McCutcheon, RN, EdD**
*Director, Family Services, Women's Mental Health and
Military Sexual Trauma
Veterans Health Administration
Department of Veterans Affairs*

Speakers: • **Stephanie Cooper**
*Senior National Service Officer
Disabled American Veterans*

• **Rachel Kimerling, PhD**
*Staff Psychologist, VA Palo Alto Health System
Veterans Health Administration
Department of Veterans Affairs*

• **Amy Marcotte**
*Team Leader, Sanford Maine Vet Center
Veterans Health Administration
Department of Veterans Affairs*

3. Valuing Diversity (Friday Only)

Facilitators: **The Honorable Mary Antoinette (Toni) Lawrie**
VA Advisory Committee on Women Veterans
Chief Master Sergeant Helena R. Carapellatti
USAF, Retired
VA Advisory Committee on Women Veterans

Speakers: • **Regina T. Akers, PhD**
*Archivist, Oral Historian, and
Specialist on Minorities in the Military
Naval Historical Center
Washington Navy Yard*

• **Lucretia McClenney**
*Director, Center for Minority Veterans
Department of Veterans Affairs*

4. Environmental Exposure Concerns: WWII to Present (Friday Only)

Facilitators: **The Honorable Brenda Moore, PhD**
VA Advisory Committee on Women Veterans
Marlene Kramel
VA Advisory Committee on Women Veterans

Speakers: • **Mark A. Brown, PhD**
*Director, Environmental Agents Service
Office of Public Health & Environmental Hazards
Veterans Health Administration
Department of Veterans Affairs*

Friday, June 20, 2008

- **Tom Pamperin**
Deputy Director, Compensation and Pension Service
Veterans Benefits Administration
Department of Veterans Affairs

5. What the Health Data Show

Facilitator: *Colonel Jacqueline Morgan, USAF, Retired*
VA Advisory Committee on Women Veterans

- Speaker:** • **Patricia Hayes, PhD**
Chief Consultant, Women Veterans Health
Strategic Health Care Group
Veterans Health Administration
Department of Veterans Affairs

6. VA Benefits and Services

Facilitators: *Chief Petty Officer Kathleen Janoski, USN, Retired*
VA Advisory Committee on Women Veterans
Cheryl Rawls
Ex-officio, VA Advisory Committee on Women Veterans,
Veterans Benefits Administration
Department of Veterans Affairs

- Speakers:** • **Carolyn Bryant**
Lead, Women Veterans Program Coordinator
Compensation and Pension Service
Veterans Benefits Administration
Department of Veterans Affairs
- **Blondell Robinson**
Lead, Women Veterans Program Coordinator
Compensation and Pension Service
Veterans Benefits Administration
Department of Veterans Affairs
 - **Deputy Field Directors & Lead Women Veterans Program Managers**
Veterans Health Administration
Department of Veterans Affairs

7. Playing by the Unwritten Rules: Personal and Professional Influence

Facilitators: *Technical Sergeant Barbara Pittman, USAF, Retired*
VA Advisory Committee on Women Veterans
Celia Szelwach
VA Advisory Committee on Women Veterans

Friday, June 20, 2008

Speaker: • *Indigo Johnson*
CEO, Careers in Transition, Inc.

8. VA and Families: The Silent Connection: During Transition Years 1-5 (Friday Only)

Speakers: • *Velma Hart*
VA Advisory Committee on Women Veterans
• *Joanna Truitt*
VA Advisory Committee on Women Veterans

3:30 pm **Break**

3:50 pm **Concurrent Workshop Sessions II**
(Select one session)

1. Challenges During and After Deployment for Guard/Reserve Women Veterans

Facilitator: *Commander Rene Campos, USN, Retired*
VA Advisory Committee on Women
Veterans

Moderator: • *Marianne Mathewson-Chapman, PhD*
Major General, U. S. Army (Ret.), Army National Guard
OEF/OIF Outreach Office for Guard/Reserve and Families
Veterans Health Administration
Department of Veterans Affairs

Speakers: • *Colonel Gloria Maser*
U. S. Army Reserve
• *Technical Sergeant Susan Mayer*
Air Force Reserve
Military Equal Opportunity Advisor
Washington, DC
• *Brigadier General Deborah McManus*
Deputy Adjutant General
Alaska Air National Guard
• *Major Cynthia Rasmussen*
U. S. Army Reserves, Combat Stress Team
88th Regional Readiness Command, Wisconsin
• *Second Lieutenant Tulsi Tamayo*
Military Police
Hawaii Army National Guard

Friday, June 20, 2008

- **Leanne Weldin**
Army National Guard
Veterans Service Center Manager
Pittsburgh VA Regional Office
Veterans Benefits Administration
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Veterans Health Administration
Department of Veterans Affairs
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Friday, June 20, 2008

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VA Advisory Committee on Women Veterans
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Veterans Health Administration
Department of Veterans Affairs
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Facilitator: *Colonel Jacqueline Morgan, USAF, Retired*
VA Advisory Committee on Women Veterans

Speaker:

- **Patricia Hayes, PhD**
Chief Consultant, Women Veterans Health
Strategic Health Care Group
Veterans Health Administration
Department of Veterans Affairs

6. VA Benefits and Services

Facilitators: *Chief Petty Officer Kathleen Janoski, USN, Retired*
VA Advisory Committee on Women Veterans
Cheryl Rawls
Ex-officio, VA Advisory Committee on Women Veterans,
Veterans Benefits Administration
Department of Veterans Affairs

Speakers:

- **Carolyn Bryant**
Lead, Women Veterans Program Coordinator
Compensation and Pension Service
Veterans Benefits Administration
Department of Veterans Affairs
- **Blondell Robinson**
Lead, Women Veterans Program Coordinator
Compensation and Pension Service
Veterans Benefits Administration
Department of Veterans Affairs

Friday, June 20, 2008

- *Deputy Field Directors & Lead Women Veterans Program Managers*
Veterans Health Administration
Department of Veterans Affairs

7. Playing by the Unwritten Rules: Personal and Professional Influence

Facilitators: *Technical Sergeant Barbara Pittman, USAF, Retired*
VA Advisory Committee on Women Veterans
Celia Szelwach
VA Advisory Committee on Women Veterans

Speaker: • *Indigo Johnson*
CEO, *Careers in Transition, Inc.*

8. VA and Families: The Silent Connection: During Transition Years 1-5 (Friday Only)

Speakers: • *Velma Hart*
VA Advisory Committee on Women Veterans
• *Joanna Truitt*
VA Advisory Committee on Women Veterans

5:20 pm **Bus transportation from hotel to reception at the Women in Military Service for America Memorial (WIMSA)**

6:30 - 8:30 pm **Reception**
Sponsored by American Legion Auxiliary
WIMSA
Arlington National Cemetery

A 20 minute preview of Lioness documentary will be shown at this Reception with a complete showing tomorrow following the Town Hall Meeting.

LIONESS follows five female support soldiers who served together for a year in Iraq and became the first in U.S. history to be sent into direct ground combat, in violation of official policy. An unprecedented look at the unforeseen consequences of war, *Lioness* bridges the gap between perception and reality of the essential role female soldiers are playing in the military today.

Counselors from the Vet Center program will be available for assistance after the showing of the documentary film "Lioness," which will be shown in part on Friday night at WIMSA and in full on Saturday following the Town Hall Meeting. The Vet Center counselors will be wearing denim blue shirts and will be found in the hallways of WIMSA on Friday night and at their table in the exhibition hall on Saturday. All of the Vet Center counselors are veterans themselves and would enjoy meeting with other veterans and providing any assistance needed.

8:30 pm Return transportation to hotel

Saturday, June 21, 2008

8:30 am **Continental Breakfast**

9:00 – 11:00 am **Town Hall Meeting**

Moderator: *Colonel Shirley A. Quarles, USAR*

Chair

VA Advisory Committee on Women Veterans

VA Advisory Committee on Women Veterans

COMMITTEE MEMBER	STATE	COMMITTEE MEMBER	STATE
Shirley Quarles, Chair	South Carolina	Brenda Moore	New York
Rene A. Campos	Washington, DC	Jacqueline Morgan	Washington
Helena R. Carapellatti	Maryland	Barbara Pittman	Washington, DC
Pamela J. B. Cypert	Kentucky	Celia Szelwach	Florida
Velma Hart	Maryland	Joanna Truitt	Maryland
Kathleen Janoski	Pennsylvania		
Marlene Kramel	Louisiana		
Mary Antoinette (Toni) Lawrie	Florida		
Ex-officios		Advisors	
Colonel Denise Dailey		Patricia Hayes	
Cheryl Rawls		Lindee Lenox	
		Captain Angela Martinelli	

10:00 am – 3:00 pm **Health Expo**

11:00 am - 12:30 pm **Lioness Documentary**

Noon **Lunch**

(On your own - Buffet in the Hotel Restaurant)

1:30 pm **Concurrent Workshop Sessions III**
(Select one session)

1. Challenges During and After Deployment for Guard/Reserve Women Veterans

Facilitator: *Commander Rene Campos, USN, Retired*

VA Advisory Committee on Women Veterans

Moderator: • *Marianne Mathewson-Chapman, PhD*

*Major General, U. S. Army (Ret.), Army National Guard
OEF/OIF Outreach Office for Guard/Reserve and Families
Veterans Health Administration
Department of Veterans Affairs*

Saturday, June 21, 2008

- Speakers:**
- **Colonel Gloria Maser**
U. S. Army Reserve
 - **Technical Sergeant Susan Mayer**
Air Force Reserve
Military Equal Opportunity Advisor
Washington, DC
 - **Brigadier General Deborah McManus**
Deputy Adjutant General
Alaska Air National Guard
 - **Major Cynthia Rasmussen**
U. S. Army Reserves, Combat Stress Team
88th Regional Readiness Command, Wisconsin
 - **Second Lieutenant Tulsi Tamayo**
Military Police
Hawaii Army National Guard
 - **Leanne Weldin**
Army National Guard
Veterans Service Center Manager
Pittsburgh VA Regional Office
Veterans Benefits Administration
Department of Veterans Affairs

2. Military Sexual Trauma / Readjustment Counseling

- Facilitator:** **First Sergeant Pamela J. B. Cypert, USA, Retired**
VA Advisory Committee on Women Veterans
- Moderator:**
- **Susan McCutcheon, RN, EdD**
Director, Family Services, Women's Mental Health and
Military Sexual Trauma
Veterans Health Administration
Department of Veterans Affairs
- Speakers:**
- **Stephanie Cooper**
Senior National Service Officer
Disabled American Veterans
 - **Rachel Kimerling, PhD**
Staff Psychologist, VA Palo Alto Health System
Veterans Health Administration
Department of Veterans Affairs
 - **Amy Marcotte**
Team Leader, Sanford Maine Vet Center
Veterans Health Administration
Department of Veterans Affairs

Saturday, June 21, 2008

3. Updates on VA Programs for Homeless Veterans (Saturday Only)

Facilitator: *Technical Sergeant Barbara Pittman, USAF, Retired*
VA Advisory Committee on Women Veterans

Moderator: • *Mary Rooney*
Program Specialist, Homeless Veterans Programs
Office of Public and Intergovernmental Affairs
Department of Veterans Affairs

Speakers: • *Cheryl Beversdorf*
President/CEO
National Coalition for Homeless Veterans

• *Deborah Lee*
VISN-6 Network Homeless Coordinator
Veterans Health Administration
Department of Veterans Affairs

• *The Honorable Linda Spoonster Schwartz, DrPH*
Commissioner of Veteran Affairs for the
State of Connecticut

• *Marsha Four*
Director of Homeless Veteran Services
The Philadelphia Veterans Multi-Service & Education Center

4. More Than Artificial Limbs: Prosthetics' Interdisciplinary Approach to Healthcare (Saturday Only)

Facilitator: *The Honorable Mary Antoinette (Toni) Lawrie*
VA Advisory Committee on Women Veterans

Speaker: • *Billie Jane Randolph, PhD, PT*
Colonel, USA, Retired
Deputy Chief Prosthetics Officer
Prosthetics & Clinical Logistics Office
Veterans Health Administration
Department of Veterans Affairs

5. What the Health Data Show

Facilitator: *The Honorable Brenda Moore, PhD*
VA Advisory Committee on Women Veterans
Colonel Jacqueline Morgan, USAF, Retired
VA Advisory Committee on Women Veterans

Speaker: • *Patricia Hayes, PhD*
Chief Consultant, Women Veterans Health
Strategic Health Care Group
Veterans Health Administration
Department of Veterans Affairs

Saturday, June 21, 2008

6. VA Benefits and Services

Facilitators: *Chief Petty Officer Kathleen Janoski, USN, Retired*
VA Advisory Committee on Women Veterans
Cheryl Rawls
Ex-officio, VA Advisory Committee on Women Veterans,
Veterans Benefits Administration
Department of Veterans Affairs

Speakers:

- *Carolyn Bryant*
Lead, Women Veterans Program Coordinator
Compensation and Pension Service
Veterans Benefits Administration
Department of Veterans Affairs
- *Blondell Robinson*
Lead, Women Veterans Program Coordinator
Compensation and Pension Service
Veterans Benefits Administration
Department of Veterans Affairs
- *Deputy Field Directors & Lead Women Veterans Program Managers*
Veterans Health Administration
Department of Veterans Affairs

7. Playing by the Unwritten Rules: Personal and Professional Influence

Facilitator: *Celia Szelwach*
VA Advisory Committee on Women Veterans

Speaker: • *Indigo Johnson*
CEO, Careers in Transition, Inc.

8. VA and Families: Post Transition Years: 6 Years & Beyond (Saturday Only)

Speakers:

- *Velma Hart*
VA Advisory Committee on Women Veterans
- *Joanna Truitt*
VA Advisory Committee on Women Veterans

3:00 pm Break

Saturday, June 21, 2008

3:20 pm **Concurrent Workshop Sessions IV**
(*Select one session*)

1. Challenges During and After Deployment for Guard/Reserve Women Veterans

Facilitator: *Commander Rene Campos, USN, Retired*
VA Advisory Committee on Women Veterans

Moderator: • *Marianne Mathewson-Chapman, PhD*
Major General, U.S. Army (Ret.), Army National Guard
OEF/OIF Outreach Office for Guard/Reserve and Families
Veterans Health Administration
Department of Veterans Affairs

- Speakers:**
- *Colonel Gloria Maser*
U. S. Army Reserve
 - *Technical Sergeant Susan Mayer*
Air Force Reserve
Military Equal Opportunity Advisor
Washington, DC
 - *Brigadier General Deborah McManus*
Deputy Adjutant General
Alaska Air National Guard
 - *Major Cynthia Rasmussen*
U. S. Army Reserves, Combat Stress Team
88th Regional Readiness Command, Wisconsin
 - *Second Lieutenant Tulsi Tamayo*
Military Police
Hawaii Army National Guard
 - *Leanne Weldin*
Army National Guard
Veterans Service Center Manager
Pittsburgh VA Regional Office
Veterans Benefits Administration
Department of Veterans Affairs

2. Military Sexual Trauma / Readjustment Counseling

Facilitator: *First Sergeant Pamela J. B. Cypert, USA, Retired*
VA Advisory Committee on Women Veterans

Saturday, June 21, 2008

Moderator: • *Susan McCutcheon, EdD*
Director, Family Services, Women's Mental Health and Military Sexual Trauma
Veterans Health Administration
Department of Veterans Affairs

Speakers: • *Stephanie Cooper*
Senior National Service Officer
Disabled American Veterans

• *Rachel Kimerling, PhD*
Staff Psychologist, VA Palo Alto Health System
Veterans Health Administration
Department of Veterans Affairs

• *Amy Marcotte*
Team Leader, Sanford Maine Vet Center
Veterans Health Administration
Department of Veterans Affairs

3. Updates on VA Programs for Homeless Veterans (Saturday Only)

Facilitator: *Technical Sergeant Barbara Pittman, USAF, Retired*
VA Advisory Committee on Women Veterans

Moderator: • *Mary Rooney*
Program Specialist, Homeless Veterans Programs
Office of Public and Intergovernmental Affairs
Department of Veterans Affairs

Speakers: • *Cheryl Beversdorf*
President/CEO
National Coalition for Homeless Veterans

• *Deborah Lee*
VISN-6 Network Homeless Coordinator
Veterans Health Administration
Department of Veterans Affairs

• *The Honorable Linda Spoonster Schwartz, DrPH*
Commissioner of Veteran Affairs for the
State of Connecticut

• *Marsha Four*
Director of Homeless Veteran Services
The Philadelphia Veterans Multi-Service & Education Center

4. More Than Artificial Limbs: Prosthetics' Interdisciplinary Approach to Healthcare (Saturday Only)

Facilitator: *The Honorable Mary Antoinette (Toni) Lawrie*
VA Advisory Committee on Women Veterans

Saturday, June 21, 2008

Speaker: • **Billie Jane Randolph, PhD, PT**
Colonel, (USA, Retired)
Deputy Chief Prosthetics Officer
Prosthetics & Clinical Logistics Office
Veterans Health Administration
Department of Veterans Affairs

5. What the Health Data Show

Facilitators: **The Honorable Brenda Moore, PhD**
VA Advisory Committee on Women Veterans
Colonel Jacqueline Morgan, USAF, Retired
VA Advisory Committee on Women Veterans

Speaker: • **Patricia Hayes, PhD**
Chief Consultant, Women Veterans Health
Strategic Health Care Group
Veterans Health Administration
Department of Veterans Affairs

6. VA Benefits and Services

Facilitators: **Chief Petty Officer Kathleen Janoski, USN, Retired**
VA Advisory Committee on Women Veterans
Cheryl Rawls
Ex-officio, VA Advisory Committee on Women Veterans,
Veterans Benefits Administration
Department of Veterans Affairs

Speakers: • **Carolyn Bryant**
Lead, Women Veterans Program Coordinator
Compensation and Pension Service
Veterans Benefits Administration
Department of Veterans Affairs

• **Blondell Robinson**
Lead, Women Veterans Program Coordinator
Compensation and Pension Service
Veterans Benefits Administration
Department of Veterans Affairs

• **Deputy Field Directors & Lead Women Veterans Program Managers**
Veterans Health Administration
Department of Veterans Affairs

Saturday, June 21, 2008

7. Playing by the Unwritten Rules: Personal and Professional Influence

Facilitator: *Celia Szelwach*
VA Advisory Committee on Women Veterans

Speaker: • *Indigo Johnson*
CEO, Careers in Transition, Inc.

8. VA and Families: Post Transition Years: 6 Years & Beyond (Saturday Only)

Speakers: • *Velma Hart*
VA Advisory Committee on Women Veterans
• *Joanna Truitt*
VA Advisory Committee on Women Veterans

4:50 pm Adjourn

Sunday, June 22, 2008

8:30 am **Coffee**

9:00 am **Plenary Session**

Moderator: *Betty Moseley Brown, EdD*

Keynote Address:

• *Donna Washington, MD, MPH*

“Research: What Women Veterans Need to Know”

Director of the Women’s Health and Equity Core

Health Services Research and Development (HSR&D)

Veterans Health Administration

Department Veterans Affairs

9:45 am **Workshop Session Overview**
(Groups 1-4; 10 minutes)

10:20 am **Break**

10:30 am **Workshop Session Overview**
(Group 5-8; 10 minutes)

11:10 am **Remarks:**
Brigadier General Wilma Vaught
USAF, Retired
WIMSA Memorial Foundation

11:30 am **Synthesis & Closing Remarks**
• *Irene Trowell-Harris, RN, EdD*
Director, Center for Women Veterans
Department of Veterans Affairs

Noon **Adjourn**



Planning Committee

Planning Committee

Alison Aikele

*Special Assistant to Deputy Assistant
Secretary/ Office of Public Affairs
(DAS/OPA)
Department of Veterans Affairs*

Teresa Armijo

*Veterans Benefits Administration
Department of Veterans Affairs*

Frances Ashe-Goins, RN, MPH

*Deputy Director, Office of Women's
Health
U.S. Department of Health & Human
Services*

Karen Barber

*National Cemetery Administration
Department of Veterans Affairs*

Carolyn Bryant

*Lead, Women Veterans Program
Coordinator
Compensation and Pension Service
Veterans Benefits Administration
Department of Veterans Affairs*

Fred Burns

*Veterans of Foreign Wars of the United
States*

Sabrina Clark

*VA Learning University (VALU)
Learning Consultant
Department of Veterans Affairs*

Pamela Cypert

*Member, VA Advisory Committee on
Women Veterans
Kentucky Women Veterans Coordinator
Executive's Staff Advisor to the
Commissioner
Kentucky Department of Veterans
Affairs*

COL Denise F. Dailey

*Defense Department Advisory
Committee on Women in the Services
(DACOWITS)*

Vivian Drake

*Program Specialist
VA Advisory Committee
Management Office
Department of Veterans Affairs*

Marsha Four

*National Board of Directors and Chair of
National Womens Veterans Committee,
Vietnam Veterans of America
Director of Homeless Veteran Services,
The Philadelphia Veterans Multi-Service
& Education Center*

Yanira Gomez

*National Outreach Service Officer
Veterans of Foreign Wars of the United
States*

Yvonne Green

*Director, Office of Women's Health
Centers for Disease Control & Prevention*

Velma R. Hart

*Member, VA Advisory Committee on
Women Veterans
National Finance Director/CFO
AMVETS (American Veterans)*

Patricia Hayes, Ph.D.

*Advisor, VA Advisory Committee on Women
Veterans
Chief Consultant
Women Veterans Health Strategic Health
Care Group
Department of Veterans Affairs*

Joy W. Ilem

*Assistant National Legislative Director
Disabled American Veterans*

Rivkah Lindenfeld, RN, Ph.D.

*Department of Veterans Affairs
EES National Program Manager/
Education Consultant
Northport, NY*

Desiree Long

*Senior Program Analyst
Center for Women Veterans
Department of Veterans Affairs*

Planning Committee

Amy Marcotte

*Team Leader
Readjustment Counseling
Sanford Veterans Center (Vet Center)
Department of Veterans Affairs*

CAPT Angela Martinelli, RN, PhD

*Advisor, VA Advisory Committee on
Women Veterans
U. S. Public Health Service*

Maria Mastorakas

*Director of Protocol
Department of Veterans Affairs*

Marianne Mathewson-Chapman, PhD, ARNP

*Chief, Outreach for Guard/Reserve
Office of Seamless Transition
Department of Veterans Affairs*

Lucretia McClenney

*Director, Center for Minority Veterans
Department of Veterans Affairs*

Shannon L. Middleton

*Program Analyst
Center for Women Veterans
Department of Veterans Affairs*

Betty Moseley Brown, Ed.D

*Associate Director
Center for Women Veterans
Department of Veterans Affairs*

Karen Pane

*Deputy Assistant Secretary for Plan-
ning and Evaluation
Department of Veterans Affairs*

Barbara A. Pittman

*Member, VA Advisory Committee on
Women Veterans
Veteran Benefits Special Assistant
Executive Office of the Mayor (EOM)
Government of the District
of Columbia*

COL Shirley Quarles, USAR, RN, EdD

*Chair
VA Advisory Committee on Women Veterans*

Blondell Robinson

*Lead, Women Veterans Program
Coordinator
Compensation and Pension Service
Outreach
Veterans Benefits Administration
Department of Veterans Affairs*

Lisa Roth

*Director for VA Outreach
Department of Veterans Affairs*

Kevin Secor

*Veterans Service Organizations Liaison
Office of the Secretary of Veterans Affairs
Department of Veterans Affairs*

Gwen Sellers

*Event Planner, VA Learning University
Department of Veterans Affairs*

Michelle Terry

*Program Support Assistant
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Department of Veterans Affairs*

Rita Treadwell

*VALU Learning Consultant
Veterans Health Administration
Department of Veterans Affairs*

Irene, Trowell-Harris, R.N., Ed.D

*Director
Center for Women Veterans
Department of Veterans Affairs*

Joanna Truitt

*Member, VA Advisory Committee on Women
Veterans
Director, Washington, D.C. Office
American Legion Auxiliary*

Denise Williams

*National Field Service Representative
The American Legion*





Biography of Speakers

Biography of Speakers



The Honorable James B. Peake

James Peake, M.D., was nominated by President George W. Bush to be Secretary of Veterans Affairs on October 30, 2007, and was unanimously confirmed by the Senate on December 14, 2007. He was sworn into office on December 20, 2007.

Dr. Peake is the principal advocate for veterans in the U.S. government and directs the nation's second largest Cabinet Department, responsible for a nationwide system of health care services, benefits programs, and national cemeteries for America's veterans

and dependents. VA employs more than 250,000 people at hundreds of medical centers, nursing homes, benefits offices, and national cemeteries throughout the country. VA's budget for fiscal year 2007 is \$77.3 billion.

A St. Louis, Mo., native, Peake received his Bachelor of Science degree from U.S. Military Academy at West Point in 1966 and was commissioned a second lieutenant in the U.S. Army Infantry. Following service in Vietnam with the 101st Airborne Division where he was awarded the Silver Star, a Bronze Star with "V" device and the Purple Heart with oak leaf cluster, Peake entered medical school at Cornell University in New York. He was awarded a medical doctorate in 1972.

Peake began his Army medical career as a general surgery resident at Brooke Army Medical Center, Fort Sam Houston, Texas. He retired from the Army in 2004, following service as a cardiac surgeon and commander in several medical posts culminating in his appointment as U.S. Army Surgeon General from 2000 to 2004. As Army Surgeon General, Peake commanded 50,000 medical personnel and 187 army medical facilities worldwide. Prior to that, he served as Commanding General of the U.S. Army Medical Department Center and School, the largest medical training facility in the world with more than 30,000 students annually.

After retiring as a Lieutenant General, Peake served as Executive Vice President and Chief Operating Officer of Project Hope, a non-profit international health foundation operating in more than 30 countries. Just prior to his nomination as Secretary of Veterans Affairs, Peake served as a member of the Board of Directors for QTC, one of the largest private providers of government-outsourced occupational health and disability examination services in the nation.

Dr. Peake is a Fellow of the American College of Surgeons, Society of Thoracic Surgeons, and the American College of Cardiology. He has been honored with the Order of Military Merit; the "A" Professional Designator; and the Medallion, Surgeon General of the United States.

Biography of Speakers



The Honorable Gordon H. Mansfield

Gordon H. Mansfield was nominated to serve as Deputy Secretary by President George W. Bush on November 3, 2003, and confirmed by the Senate on January 22, 2004. He became Acting Secretary of Veterans Affairs on October 1, 2007, following the resignation of Secretary Jim Nicholson. His service as Acting Secretary ended on December 20, 2007. Other positions held by Mr. Mansfield include: VA Assistant Secretary for Congressional and Legislative Affairs on August 1, 2001 and legislative advisor to the Secretary of Veterans Affairs.

Prior to joining VA, Mr. Mansfield served as executive director of the Paralyzed Veterans of America (PVA) since April 1993. In that position, the highly decorated Vietnam veteran oversaw daily operation of PVA's national office in Washington, DC. Mr. Mansfield held a number of positions at PVA from 1981 to 1989, and served as the organization's first associate executive director of Government Relations.

Mr. Mansfield served as Assistant Secretary for Fair Housing and Equal Opportunity at the Department of Housing and Urban Development (HUD) from 1989 to 1993 under President George H. W. Bush's Administration. Prior to 1981, he practiced law in Ocala, Florida.

Mr. Mansfield received his undergraduate degree from Villanova University and law degree from the University of Miami. Following his 1964 enlistment in the Army, Mr. Mansfield served two tours of duty in Vietnam. While serving as company commander with the 101st Airborne Division during his second tour, he was wounded during the Tet Offensive of 1968, sustaining a spinal cord injury. For his actions while his unit was under fire, he was decorated with the Distinguished Service Cross. He was medically retired by the U.S. Army at the grade of Captain. His other combat decorations include the Bronze Star, two Purple Hearts, the Combat Infantryman's Badge and the Presidential Unit Citation. He was inducted into the Army Ranger Hall of Fame in 2007 and the U.S. Army Officer Candidate School Hall of Fame in 1997.

Mr. Mansfield was honored as the Outstanding Disabled Veteran of the Year at the 2006 national convention of Disabled American Veterans, and was inducted into the Spinal Cord Injury Hall of Fame in October, 2006. He is a recipient of the Presidential Distinguished Service Award and the Villanova University Alumni Human Relations Medal.

Biography of Speakers



The Honorable Michael J. Kussman

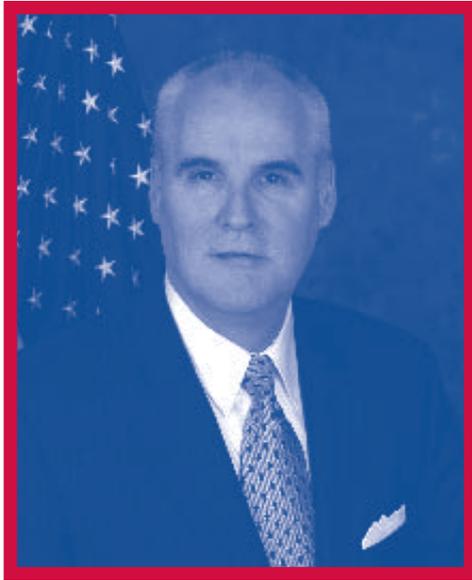
Michael J. Kussman, M.D. was confirmed by the U.S. Senate as Under Secretary for Health for the Veterans Health Administration (VHA) on May 25, 2007. As Under Secretary, Dr. Kussman leads the Nation's largest integrated health care system. He oversees the delivery of health care to more than 5.5 million veterans throughout the United States.

Dr. Kussman is a native of Troy, N.Y. He earned his undergraduate and medical degrees from Boston University, receiving the M.D. in 1968. He earned a Master's degree in management from Salve Regina University in 1994. Dr. Kussman began his military career in 1970, serving with the 7th Infantry Division in Korea. He left active duty in 1972 to resume medical training and complete his residency at the Joslin Clinic in Boston. From 1974 to 1979, Dr. Kussman worked in private practice in Pittsfield, Mass.

In 1979, Dr. Kussman returned to active duty at Tripler Army Medical Center in Honolulu, Hawaii, serving as chief of Internal Medicine. He later served as Division Surgeon for the 25th Infantry Division in Hawaii. From 1984 to 1988, Dr. Kussman served as Chief of the Department of Medicine at Brooke Army Medical Center in San Antonio, Texas—completing his tour there as Deputy Commander for Clinical Services. Dr. Kussman became The Army Surgeon General's chief consultant in Internal Medicine and governor for the Army Region of the American College of Physicians in 1988. He commanded Martin Army Community Hospital at Fort Benning, Ga., from March 1993 to August 1995; commanded the Walter Reed Health Care System in Washington, DC, where he was promoted to brigadier general; then, served as commander of the Europe Regional Medical Command, Command Surgeon for U.S. Army Europe, and TRICARE lead agent for Europe. He was responsible for Army health care throughout Europe, the Middle East and Africa. He retired from the Army as a Brigadier General.

Dr. Kussman is a graduate of the Army War College and an honor graduate of the Command and General Staff College. His military decorations include the Distinguished Service Medal (the highest award given in peace time), Legion of Merit with three oak leaf clusters, Defense Meritorious Service Medal and the Order of Military Medical Merit. Dr. Kussman received the prestigious "A" designator from The Army Surgeon General, which identifies professorial rank, and the Laureate Award from the American College of Physicians/American Society of Internal Medicine, and was selected as a Master of the College. He is board certified in Internal Medicine and serves on the faculty of the Uniformed Services University of Health Sciences.

Biography of Speakers



The Honorable William F. Tuerk

William F. Tuerk was nominated by President George W. Bush to serve as Under Secretary for Memorial Affairs in the Department of Veterans Affairs (VA) on July 29, 2005. He was confirmed by the Senate on October 28, 2005.

As Under Secretary, Mr. Tuerk directs the National Cemetery Administration, a system of 125 national cemeteries that provides dignified burial services for military veterans and eligible family members. He is responsible for operating existing national cemeteries and for maintaining them as national shrines, and for land acquisition, design and construction, and other activities relating to the establishment of new national cemeteries. Mr. Tuerk also oversees other memorial programs for veterans, including the provision of headstones, markers and Presidential Memorial Certificates to honor the service of deceased veterans, and for administering federal grants to help states establish state veterans' cemeteries.

Prior to his nomination, Mr. Tuerk served on the staff of the U.S. Senate Committee on Veterans' Affairs. From 1991 to 2005, he held a variety of positions on the committee, including General Counsel, Chief Counsel and Staff Director and was responsible to the committee's Chairman and members for managing a full range of legal, legislative and policy activities.

Before joining the Senate, Mr. Tuerk served on the legal staff of the VA Office of General Counsel. In that position, he was responsible for, among other things, national VA policies on informed consent, withholding and withdrawing life-sustaining medical therapies, and protecting human research subjects. He also served as consulting counsel to the Solicitor General of the United States in the landmark Supreme Court case on patient self-determination rights, *Cruzan v. Harman*.

Before entering the public sector in 1985, Mr. Tuerk was an equity partner at a Washington, DC, law firm. His private legal practice focused on petroleum regulation, environmental law and aviation law. Mr. Tuerk is a member of the Ethics Committee at INOVA Fairfax Hospital and is the author of several articles on health care policy and bioethics issues. He received his law degree from George Washington University in 1978, and his bachelor's degree in government from the University of Notre Dame in 1971. An Army veteran, Mr. Tuerk served as a military policeman from 1971 to 1973.

Biography of Speakers



Michael Walcoff

Michael Walcoff was appointed Deputy Under Secretary for Benefits effective January 2008. In this position he serves as second in command for the Veterans Benefits Administration, the branch of the Department of Veterans Affairs (VA) responsible for administering benefits programs for veterans, including education, home loan guaranty, compensation, pension, vocational rehabilitation and employment and life insurance. These benefit programs pay out over 45 billion dollars to veterans and their beneficiaries.

Prior to becoming the Deputy Under Secretary for Benefits, Mr. Walcoff served as the Associate Deputy Under Secretary for Field Operations. In this position he supervised Veterans Benefits Administration (VBA)'s 57 regional offices. These offices employed over 13,000 employees.

Mr. Walcoff began his career as a veterans claims examiner in 1974 at the Philadelphia Regional Office and Insurance Center. He has served in a number of positions in VBA including the Director of the regional offices in Seattle, Washington and Huntington, WV and the Deputy Area Director of VBA's Western Area. Mr. Walcoff received a Bachelor of Arts degree in Political Science from American University, Washington, DC and a Juris Doctor degree from Temple University School of Law, Philadelphia, PA. He is a member of the Pennsylvania Bar.

Mr. Walcoff received the Senior Executive Service Presidential Rank Award of Meritorious Executive in 2001 and the Distinguished Executive Award in 2005.

Biography of Speakers



Irene Trowell-Harris, R.N., Ed.D.

Irene Trowell-Harris, R.N. Ed.D., was approved as Director of the Department of Veterans Affairs (VA) Center for Women Veterans by the White House on October 2, 2001. As Director, she is the primary advisor to the Secretary of Veterans Affairs on programs and issues related to women veterans. Prior to her appointment, Dr. Trowell-Harris served as Director of the VA Office of Inspector General's Washington, DC Healthcare Inspections Regional Office, where she directed a multidisciplinary staff of inspectors responsible for conducting oversight

reviews to improve the economy, effectiveness and efficiency of VA programs. Concurrent with her position in VA's Office of Inspector General, Dr. Trowell-Harris served 38 years in the U.S. Air Force/Air National Guard, retiring as a Major General in September 2001.

During her military career, Dr. Trowell-Harris held numerous positions, including chief nurse executive, flight nurse examiner, commander, advisor for nursing and readiness, assistant to the director, Air National Guard (ANG), and military representative to the Defense Advisory Committee on Women in the Services for the ANG. She was a 1997 Air Force representative for the Committee on Women in the NATO Forces Conference held in Istanbul, Turkey. Dr. Trowell-Harris was the first African-American female in the history of the National Guard to be promoted to general officer.

Born in Aiken, S.C., Dr. Trowell-Harris earned a bachelor's degree in health education from Columbia Hospital School of Nursing, Jersey City State College. She earned a master's degree in public health from Yale University and a doctorate in education from Teachers College, Columbia University. Dr. Trowell-Harris is an adjunct graduate faculty member at the Uniformed Services University of the Health Sciences, and serves as an ex-officio member to the Defense Advisory Committee on Women in the Services for VA. She served as a senior policy specialist for the American Nurses Association.

Among her many distinguishing accomplishments, Dr. Trowell-Harris is a recipient of the Air Force Distinguished Service and Legion of Merit awards, is the first to have a mentoring award and a Tuskegee Airmen, Inc., Chapter named in her honor, is the recipient of the Dr. James D. Weaver Society Award--named for the distinguished Pennsylvania Congressman and Air National Guard Flight Surgeon, was inducted into the Columbia University Nursing Hall of Fame and the Yale University School of Medicine Honor Roll for her dedication to public service, was recently honored as one of the "21 Leaders of the 21st Century" by Women's eNews, is a Distinguished Alumna of Yale University and Columbia University, received the Eagle Award from Embry-Riddle Aeronautical University for her contributions to aviation.

Biography of Speakers



Betty Moseley Brown, Ed.D.

Betty Moseley Brown, Ed.D. assumed the position of Associate Director of the Center for Women Veterans on November 1, 2004. In this capacity, she advises and assists the Director of the Center for Women Veterans in planning, directing, managing, and coordinating programs and activities of the Center.

Dr. Moseley Brown's passion for veterans began during her United States Marine Corps service from 1978 – 1992. Her VA career began at the San Diego Regional Office, where she was a Veterans Benefits Counselor along with serving as the Women Veterans Coordinator. Dr. Moseley Brown briefly left the Department of Veterans Affairs and worked for the Department of the Navy, Naval Facilities Acquisition Command in San Diego, CA and the Director, Acquisition Career Management Center in Arlington, VA.

Dr. Moseley Brown returned to VA in 2001, and worked as a Program Analyst in the Veterans Benefits Administration (VBA) Compensation and Pension Service. In 2002, she served as the operational assistant and advisor to the Associate Deputy Under Secretary for Policy and Program Management. In this capacity, she coordinated outreach activities of five major programs to ensure that VBA's outreach efforts met legislative requirements while providing veterans and dependents with information on benefits and services administered by VA. Her outreach responsibilities also included collaboration with the Veterans Health Administration and Department of Defense (DoD) on Seamless Transition activities. Dr. Moseley Brown served on the Secretary's Seamless Transition Task Force, VA-DoD Benefits Executive Council, and was the VBA contact for the Army's Disabled Soldiers Support System.

Dr. Moseley Brown has a Doctor of Education degree from the University of Sarasota. She is an avid Toastmaster achieving the levels of Advanced Toastmaster Gold while serving in a leadership role as Area Governor. Dr. Moseley Brown is a 2003 E-Government Fellow and a 2004 Leadership VA (LVA) alumnus.

Biography of Speakers



Vernice Armour, Motivational Speaker

Born in Chicago, IL, Ms. Armour moved to Memphis, TN at the age of three, where she graduated from John Overton High School for the Creative and Performing Arts in 1991. While attending Middle Tennessee State University, she enlisted in the Army Reserves in the spring of 1993, and enrolled in Army ROTC that fall. When she saw the image of a young black female in an Army flight suit during Army ROTC Advanced Camp, her first thought was, “Wow, why didn’t I think of that!”

Before graduating from college, Ms. Armour accomplished her childhood dream of becoming a Police Officer for the Nashville Metropolitan Police Department in 1996. Still in search of the next challenge, she was commissioned as a Second Lieutenant in the United States Marine Corps in December 1998. Ms. Armour earned her wings in July 2001, ranked No. 1 out her class of 12 and of the last 200 to graduate, becoming the Marine Corps’ first African American female pilot.

During Operation Iraqi Freedom, she was recognized as **America’s First African-American Female Combat Pilot** by the Department of Defense, and completed 2 combat tours of duty in the Gulf before departing the Marine Corps.

As featured on Oprah Winfrey, CNN, Tavis Smiley, NPR, and others, Ms. Armour has emerged as a leadership coach and speaker for the 21st Century. Ms. Armour’s dynamic style and presentation methods have impacted many organizations and individuals, leaving them in an accelerated climb holding the throttle! Ms. Armour stands on many shoulders, a strong legacy, and is highly sought after for her message of EXCElERated Passion™!

Among her accomplishments, Ms. Armour has been awarded for being a pioneering pilot and her role in technology and engineering! Ms. Armour was also the first African American woman on the Nashville Police Department’s motorcycle squad, Camp Pendleton’s 2001 Female Athlete of the Year, two-time titleholder in Camp Pendleton’s annual Strongest Warrior Competition, and a running back for the San Diego Sunfire women’s professional football team.

Ms. Armour departed the Marine Corps in June 2007, after serving her last two years as a Diversity Officer Liaison at Headquarters Marine Corps for the Department of Defense. Today, through her keynotes, seminars, workshops and executive retreats, she conveys her message of EXCElERated Passion through her unique insight: **Acknowledge the obstacles ... Don’t give them power!**



Biography of Speakers



Indigo Johnson, CEO of Careers In Transition, Inc.

Indigo Johnson, CEO of Careers In Transition, Inc. owns and operates the Human Resources Performance Management Consulting firm. The company specializes in helping organizations to attract, develop and retain employees through performance and productivity initiatives and programs. She is the Author of *Playing by the Unwritten Rules: Moving from the Middle to the Top* of which a few thousand copies of the book were sold within the first year in print.

As a career and workforce expert, she was selected by the Graduate School, USDA International Institute to speak to Chinese Delegates visiting DC to learn about United States' governmental practices. Indigo developed and delivered a presentation entitled *HR: Staying the Course by Changing Its Direction*. In addition, she was featured on a statewide initiative with the Georgia Department of Labor which broadcasted a Job Fair 2006 on GPB-TV. She has facilitated a variety of courses such as Assertiveness Training for Women in Business for the American Management Association (AMA) to Presence and Influence for the Office of Personnel Management (OPM). She coaches and speaks on employability, diversity, career development, mentoring, workplace relationships, communicating, job search and a variety of other issues affecting careers and the work environment.

As a past Faculty Member for DeVry University, she taught Business and Administrative Communication, Motivation and Leadership, Student Success, and Career Development courses for both graduate and undergraduate degree programs primarily for adult learners in management positions. As a writer, Indigo had an advice column in *Atlanta Tribune: The Magazine* for several years. She responded to letters for her Career Zone column in each monthly publication of the magazine. As a Freelance Writer, she has several of her articles published in nationally recognized magazines and newspapers. She continues to serve as a guest expert on radio and television programs.

Her credentials include an Associate of Applied Arts Degree in Journalism, Bachelor of Arts Degree in Radio & Television, and a Master of Arts Degree in Human Resources Development. In addition, she has participated and completed several business programs such as FastTrac® Growth Venture, Tuck School of Business at Dartmouth, Georgia Governor's Mentor Protégé Program, etc. Also, she served in the U. S. Marine Corps as a Field Radio Operator and then a Communications & Public Relations Specialist.

Biography of Speakers

Regina T. Akers, PhD -- joined the Operational Archives Branch of the Naval Historical Center in April 1987. She served as the assistant branch head from 2000-2004. In addition to her duties as an archivist, she is a specialist on minorities in the military, and an oral historian. She also reviews manuscripts and documentary histories for historical accuracy. Dr. Akers earned her master's and doctoral degrees in U.S. History and Public History at Howard University and she completed the intern program at the Defense Equal Management Institute. She taught graduate and undergraduate students Women's and Public History courses as part of the adjunct faculty in the History Department at Howard University from 1999-2006. Dr. Akers presents papers and workshops and participates in roundtable discussions at professional meetings. Having been recognized by the media for her expertise, she has appeared on television and participated in documentaries discussing the history of minorities in the military and women's history. Her knowledge and expertise have also been sought for major projects including the planning committees for the "No Longer Forgotten: Afro-Americans in the Korean War" and "Women at Sea" conferences, the Department of Defense's 9-11 Documentation Project, and the Bureau of the Naval Personnel's Diversity Program. Dr. Akers has published articles, book reviews, and book chapters. The Defense Equal Opportunity Management Institute published her assessment of racism in the military entitled "Black History Month 2002, The Color Line Revisited, Is Racism Dead?" Her profile of Admiral J. Paul Reason appears in Harvard University's Notable Afro-American Men.

Greg Alleyne -- currently serves as the Deputy Director, Veterans Employment Coordination Service (VECS) in the Office of Human Resources Management, Department of Veterans Affairs (VA). In this role, he is instrumental in helping to establish and manage a new Department initiative whose mission is to assist veterans, particularly severely injured veterans returning from Operations Iraqi and Enduring Freedom, in obtaining employment in VA. As Deputy Director, Greg advises and assists in all aspects of managing the Service, including directing and overseeing the development of policies, determining priorities, and establishing organizational goals and initiatives. He also provides leadership and direction to a staff of 8 regional veterans employment coordinators located at VA facilities throughout the United States, as well as oversees the outreach and recruiting efforts of more than 160 locally designated veteran employment coordinators. Prior to this assignment, Greg served as the leading advocate of veteran employment in the Department as the Program Manager for VA's National Veterans Employment Program. Mr. Alleyne joined the Department after serving 22 years as a United States Marine. During his Marine Corps career, he served in a myriad of duties, beginning in ground operations as an infantryman and subsequently transferring to the aviation field in flight operations, safety, and risk management. His military duties included assignments abroad in Japan, Korea, Australia, and Thailand, in addition to many locations state-side. He served as operations chief for various aviation units, air chief for Marine forces reserves, and safety division chief at Headquarters Marine Corps. He also served as a Marine Corps drill instructor at Marine Corps Recruit Depot, Parris Island, SC. He is a graduate of the University of Maryland University College and Northwood University, with Bachelors degrees in Business Administration and Business Management, and Troy University with a Masters degree in Business Administration.

Denise W. Balzano -- is a co-founder of Balzano Associates, a grass roots lobbying firm. She has served as Assistant to the Vice President and Chief of Staff for Marilyn Quayle and as Executive Director of the Republican Women's Federal Forum. Ms. Balzano is a member of the National Board of Childhelp, one of the nation's oldest and largest child abuse treatment and prevention programs, and serves as a pro-bono lobbyist for this nonprofit organization. She received a BA in Political Science from Hollins College, VA, and an MA in International Relations from Georgetown University. Ms. Balzano is a member of Defense Department Advisory Committee on Women in the Services (DACOWITS), which was established to provide advice and recommendations on matters and policies relating to the recruitment and retention, treatment, employment, integration, and well-being of highly qualified professional women in the armed forces.

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Cheryl Beversdorf, RN, MHS, MA -- President/CEO of the National Coalition for Homeless Veterans (NCHV), which represents nearly 280 community-based homeless veteran service providers in 46 states, the District of Columbia, Guam and Puerto Rico. A leading authority on homeless veteran issues and a former Army nurse, Ms. Beversdorf was stationed at Camp Zama Hospital in Japan and Walter Reed Army Medical Center in Washington, DC She also served as chief staff executive for three national not-for-profit health organizations including the American College of Foot and Ankle Surgeons, the Association of State and Territorial Health Officials, and the Sister to Sister--Everyone Has A Heart Foundation. Ms. Beversdorf was a staff member for the U.S. Senate Committee on Veterans' Affairs, where she worked on a wide range of veterans' issues including Agent Orange, Post Traumatic Stress Disorder, spinal cord injury and VA medical center (VAMC) nursing shortages. She also represented the national interests of surgeons, nursing homes and extended care facilities, and New York State health programs. Since coming to NCHV in July 2005, Ms. Beversdorf has focused on educating Congressional members and staff; federal executive agencies; veterans service organizations; state veterans associations; and national health, housing, homeless advocate and military groups; for-profit corporations; and media about the needs of homeless veterans and the service providers who assist them. She has also testified before Congressional committees regarding VA and Department of Labor (DOL) homeless veteran programs and the need for permanent supportive housing for veterans. Ms. Beversdorf has a Bachelor of Science degree in Nursing from the University of Maryland, a master of health science degree in health services administration and health planning from The Johns Hopkins University School of Hygiene and Public Health, and a master of arts degree in public communication from American University.

Mark Brown, PhD -- has primary responsibility for VA policies and special programs relating to environmental and occupational health. His office responds to concerns among veterans, their families, Congress, and the media about potential long-term health effects from exposure to environmental and occupational hazards during deployments, to include health of veterans returning from the conflicts in Iraq and Afghanistan, Gulf War veterans' illnesses, mental health problems among returning veterans, Agent Orange health effects among Vietnam veterans, and health effects among human subjects involved in various chemical warfare agent experiments conducted in the past by the Department of Defense. His work also includes developing relevant educational and outreach materials on environmental and occupational health issues for VA health care providers as well as for veterans and their families. Before joining VA, Dr. Brown worked on a variety of public health and environmental issues in federal and state government, private industry, university research laboratories, and nonprofit organizations. He has published over 50 scientific papers and reports and given more than 30 presentations on public health policies, environmental and occupational chemistry and toxicology, nuclear weapons and nuclear energy, military health, and related policy issues. In 1983, he received a PhD in Toxicology at the University of California at Berkeley, pesticide chemistry and toxicology laboratory, and in 1979 an Masters of Science in Organic Chemistry from the University of Oregon at Eugene.

Carolyn D. Bryant -- began her VA career at the Philadelphia VA Insurance Center in 1988, where she served as a Policy Service Technician, Insurance Phone Specialist, Lead Insurance Phone Specialist and Supervisor. In September 2001, she transferred to the Philadelphia VA regional office as a Veterans Service Representative, where she also mentored new veterans service representatives and became a member of a special teams project that led to her being permanently transferred to the Wilmington regional office. In Wilmington, she was assigned additional duties as the Operation Enduring Freedom/Operation Iraqi Freedom Coordinator, Military Records Specialist and Joint Services Records Research Coordinator. In December 2007, Ms. Bryant joined the VA Central Office Compensation and Pension Service outreach staff, where she currently serves as Consultant to the Women's Veterans Program and Former Prisoner of War Program. She is also the designated Federal Officer for the Advisory Committee on Former Prisoners of War. Ms. Bryant earned a Bachelor of Science Degree

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in Humanities Communications from Drexel University in 1987 and an Master of Arts degree in Organizational Management from the University of Phoenix in April 2006.

Stephanie A. Cooper -- a wartime service-connected disabled veteran, is Senior National Service Officer for the 1.3-million member Disabled American Veterans (DAV) in Washington, DC. Ms. Cooper began her career with the DAV in August 2003 as a National Service Officer Trainee in the Baltimore, MD, National Service Office. She was transferred to the Washington, DC National Service Office in July 2004 before being promoted in September 2005 to National Service Officer in the Los Angeles, CA National Service Office. In January 2007, Ms. Cooper was named Senior Associate National Service Officer in the Washington, DC office. In her current position, Ms. Cooper helps secure the earned rights and benefits of disabled veterans and their families in the District of Columbia. She joined the DAV in June 2000 and is a life member of DAV Chapters #17 in Maryland and #39 in California. She enlisted in the United States Air Force in September 1976, and served until June 2000. During her military service, she was stationed at McGuire Air Force Base and served as an air crew member with the Air National Guard. Ms. Cooper earned a degree in Business Management from National-Louis University. She also attended Washington International College, the Community College of the Air Force and Prince Georges Community College in Maryland. She has served as an Assistant Board of Director for Lamed Center Services for Young, Battered Women.

Pete Dougherty -- began working for the Federal Government, in 1983. For 6 years he worked for Congressman Harley O. Staggers, Jr. first as his District Director and then as a professional staff member. In 1988, he began working as a professional staff member of the House Committee on Veterans' Affairs, U.S. House of Representatives. In 1993, he left the House Committee and was employed in the Senate as a professional staff member, US Senate Committee on Veterans' Affairs. In 1994, Mr. Dougherty began working for the Department of Veterans Affairs and since 1998, he has been the National Director of the nation's largest integrated homeless program. Mr. Dougherty currently serves as the chair of the VA Learning University's Steering Committee; chair of the Secretary's Mental Health Task Force; senior policy group representative to the U.S. Inter-agency Council on Homelessness; Designated Federal Officer for the VA Advisory Committee on Homeless Veterans; chair of the Secretary's Working Group on Homelessness. He formerly served as VA's point of contact for Faith-Based and Community Initiatives. Prior to federal service, Pete served as a magistrate court judge for Jefferson County, WV.

Marsha Four, RN -- is a Vietnam in-country veteran who served on active duty with the Army Nurse Corps from 1967 to 1970. A life member of the Vietnam Veterans of America, she serves on its National Board of Directors, is a member of several national committees and chairs its Women Veterans Committee. Currently, she is the Program Director of Homeless Veterans Services for the Philadelphia Veterans Multi-Service and Education Center. As such, she is responsible for a 95-bed homeless male veteran transitional residence (LZ II), a 30-bed homeless women veteran transitional residence (The Mary E. Walker House), a day service program for the homeless veterans on the streets and in the shelters of Philadelphia (The Perimeter), and a HUD 30 unit Shelter Plus Care Program for homeless veterans in Philadelphia. Ms. Four has been actively involved in veterans' issues on a local, regional, and national level for many years. She initiated and was the executive director of the Philadelphia Stand Down from 1993 to 1999, and currently serves ex-officio to this all volunteer project. She is also a member of VA VISN 4 Veterans Advisory Council. In the past, Ms. Four served as a consultant to the Department of Veterans Affairs Advisory Committee on Homeless Veterans. In March 2001, Ms. Four was appointed to the Secretary's Advisory Committee on Women Veterans, serving as its chair from 2002 to 2006.

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Reverend Veronica Graves – began her VA career as a clerk typist in the Office of Facilities, in 1979. She then worked at the Office of Executive Correspondence from 1994-1996. She currently works for the Office of Information as a program FOIA (Freedom of Information Act) specialist. Reverend Graves is a native of Washington, DC. She attended Montclair State College in New Jersey, but later graduated from Howard University, earning an undergraduate degree in speech pathology, with a minor in elementary education. In 1998, she earned a masters of arts in English Bible from Capitol Bible Seminary, located in Lanham, MD. Reverend Graves was ordained in the African Methodist Episcopal (AME) Zion church in 2007. As an ordained minister, she is often requested to participate in various VA programs and ceremonies to include activities planned by the Federal Women's Program and VA's special emphasis programs.

Rachel Kimerling, PhD -- is the Director of the Monitoring Division of the Military Sexual Trauma Support Team, a special purpose work group of the Office of Mental Health Services that promotes best practices in the detection and treatment of sexual trauma in the Veterans Health Administration. She is also on the research staff of the National Center for PTSD, Education Division, a core investigator at the VA Palo Alto / Stanford University School of Medicine Health Services Research and Development (HSR&D) Center of Excellence, and faculty for the Sierra-Pacific Mental Illness Research, Education and Clinical Centers (MIRECC). She currently serves on the Under Secretary's Special Committee on PTSD and the Office of VA Research and Development's Substance Use Quality Enhancement Research Initiative (QUERI) Committee for PTSD-Substance Use Co-morbidity. She received her PhD in Psychology from the University of Georgia in 1997, completed her pre-doctoral internship at the VA Palo Alto, and a postdoctoral research fellowship at the Stanford University School of Medicine. Dr. Kimerling's clinical and research interest focuses on gender issues in PTSD and the effectiveness of mental health services for individuals who experience traumatic stress. Her currently funded research addresses the implementation of screening and treatment programs for sexual trauma and PTSD in the VA Health Care System, substance use treatment settings, and social services systems.

Kerry H. Lassus, JD -- has been in government service at both the federal and state levels, having served as an Assistant District Attorney in Louisiana, as Director of Consumer Affairs for US Forces Korea in Seoul, Korea, and in the Office of General Counsel for the Panama Canal Commission. She holds a Juris Doctorate from Tulane University and a Bachelor of Arts degree in Political Science from the University of New Orleans. As an editor/legal writer for the National Legal Research Group, she has authored/edited more than 25 legal publications. She is an Army spouse and continues to be involved in volunteer work for both the civilian and military communities. She is currently a Sales Director with Mary Kay, Inc. Ms. Lassus is a member of Defense Department Advisory Committee on Women in the Services (DACOWITS), which was established to provide advice and recommendations on matters and policies relating to the recruitment and retention, treatment, employment, integration, and well-being of highly qualified professional women in the Armed Forces.

Deborah Lee -- currently has primary responsibility of the Veterans Integrated Service Network 6 covering North Carolina, Virginia, and Beckley, West Virginia. Her primary responsibilities as the Network Homeless Coordinator include leadership and coordination of the homeless programs, which include grant and per diem programs, the Incarcerated Veterans Program and health care for homeless veterans Programs. She is responsible for overall outreach, coordination and habilitation of transitional veterans who desire to participate in a psychosocial rehabilitation programs which operate to assist veterans in obtaining the skills needed for optimal functioning. Ms. Lee received her primary education in Rowan County. She graduated from East Carolina University, with a Bachelor of Science degree Psychology in 1983. She received a Master of Arts degree in Clinical Psychology from North Carolina Central University in 1987. She also received a Master of Social Work degree from the University of North Carolina at Chapel Hill in 2003. She holds professional member-

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ships in the National Association of Social Work, North Carolina Chapter of North Carolina of Professional Psychologists, and North American Association of Masters in psychology. She is also a Certified Clinical Social Work Supervisor, Licensed Clinical Addiction Specialist, Certified Forensic Screener, and Licensed Psychological Associate in the state of North Carolina.

Karen Malebranche -- has served as Executive Director for the Operation Enduring Freedom/ Operation Iraqi Freedom (OEF/OIF) program-- in Veterans Affairs--since September 2007. Prior to this position, she was the Program Coordinator for Clinical and Case Management in the Office of Seamless Transition, and the Chief of the State Home Per Diem Grant Program in the Office of Geriatrics and Extended Care. Colonel (retired) Malebranche served 31 years in the U.S. Army as an active duty soldier and nurse in various clinical and administrative roles. She came to VA after her last active duty assignment in the Office of the Secretary of Defense for Health Affairs. Previous assignments include: Chief, Coordinated Care/TRICARE Division, U.S. Army Medical Command/ Office of the Surgeon General, Chief Nurse, JTF Bravo, Honduras, Ft. Campbell, and Korea. She has presented at numerous conferences on Managed Care, Resource Management, TRICARE, and the National Association of State Veteran Homes, where she served as the chairperson elect and consultant on the Board of the Armed Forces Veterans Home Foundation. She received her civilian undergraduate degree from the University of Portland, OR and her graduate degree from Vanderbilt University in Nashville, TN. She is a graduate of the Army Command and General Staff College and has received numerous military and civilian awards for her service as a soldier and an advanced practice nurse.

Amy L. Marcotte, LCSW -- received her BA in Sociology from St. Joseph's College in Standish, Maine in 1990. She earned her MSSW in 1992 at Columbia University, New York. She has also served as an adjunct faculty member at St. Joseph's College of Standish Maine in the Department of Sociology. Ms. Marcotte was commissioned into the Army's Medical Service Corps in 1990. As an Army social work officer, she served with the 10th Mountain Infantry Division (LI) as the Division social worker and deployed to both Somalia and Haiti. Her last Army assignment was at Brooke Army Medical Center, where she was assigned to the community mental health clinic. After her discharge from the army in 1996, she worked at the Big Spring VA Medical Center as the Psychiatric Social Worker. Ms. Marcotte is currently the Team Leader of the Sanford Maine Vet Center. She serves on the VA Undersecretary for Health's Special Committee on PTSD. She is the chairperson of Readjustment Counseling Services' Women Veterans Working Group.

Colonel Gloria Maser, USAR --has 27 years of military service which includes 16 in the Ohio Army National Guard, and 11 in the US Army Reserve, 4 of which were served on active duty. Colonel Maser has spent 10 years in command of medical and training battalions and bridges. She deployed from 2005 through 2006 and served as the Assistant Chief of Staff, Health Affairs, Multi-National Strategic Transition Command – Iraq. She and her staff worked with the Iraqi Surgeon General and other Iraqi military leaders to build the Iraqi Army and Iraqi Police Medical systems. From December 2006 to December 2007, Colonel Maser worked in the Army Wounded Warrior Program (AW2) as the Chief of Policy, Programs and Training and had oversight of soldier family management specialists. Also during that time she was a working member on various Department of Defense, Department of the Army and Office of the Secretary of Defense committees for the improvement of programs for military members and veterans. She has 22 years of experience in the development and execution of medical policy, programs and training and has worked with military veterans as a Vocational Rehabilitation Case Manager. Colonel Maser has a Bachelors degree in Nursing from Otterbein College (Ohio) and will receive a Master's degree in Strategic Studies in July 2008 from the US Army War College.

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Marianne Mathewson-Chapman, PhD, ARNP -- is the Nurse Executive for the Veterans Health Administration and the Outreach Coordinator to Guard/Reserve in the VHA OEF/OIF Outreach Office, with special emphasis for outreach programs to returning Guard/Reserve combat service members/veterans as they transition from active duty status to veteran status. Major General (MG) Mathewson-Chapman is the former Deputy Surgeon General of the Army National Guard and special assistant to the director, Army National Guard (ARNG) in Washington DC. She provided oversight for the health and wellness of 350,000 ARNG soldiers in 54 states and territories. MG Mathewson-Chapman was the first woman promoted to the rank of Major General in the Army National Guard. She retired as a major general, US Army in August 2005. Her military career began in 1970, in the US Navy, where she was stationed at the Naval Regional Medical Center, San Diego. She has held many positions, to include Armor Battalion Surgeon and Medical Instructor in the California ARNG; Field Artillery Battalion Surgeon in the Pennsylvania ARNG; Brigade Surgeon for an Artillery Brigade in the Florida ARNG; and Chief Nurse for the 202nd Medical Group; and Deputy Chief Nurse for the 3rd Medical Command in Saudi Arabia, during Operation Desert Storm. In January 1997, she was promoted to brigadier general, with duty as Special Assistant to the Chief, Army Nurse Corps for Mobilization and ARNG Affairs in Washington DC. Subsequently, she was promoted to major general and Deputy Surgeon General of the Army. MG Mathewson-Chapman received a diploma from Trinity Lutheran School of Nursing in Kansas City, earned a BS in Nursing from the University of San Diego, and an MS in Nursing from the University of California, Los Angeles. She completed her PhD in Nursing with a minor in Anthropology and certification in Gerontology Studies at the University of Florida. She is an Advanced Nurse Practitioner in adult health and oncology.

Technical Sergeant Susan J. Mayer, USAF – serves as a military equal employment advisor, currently serving at the 459 ARW Wing, Andrews AFB in Maryland. She supported the Global War on Terror from September 2001 to April 2003 at Andrews AFB, MD as part of the security forces. She volunteered a second time to support the Global War on Terror in Qatar, as a MEO Advisor from January 2007 to May 2007. TSgt Mayer is a certified mediator. She is currently working to complete a BA in Criminal Justice. Her civilian occupation is police officer in the Metropolitan Police Department of the District of Columbia. She has served in the Air Force for 15 years

Lucretia M. McClenney -- was appointed as Director, Center for Minority Veterans on December 6, 2005. She is the principal advisor to the Secretary of Veterans Affairs on policies and programs affecting minority veterans. Prior to her appointment, she served as Special Assistant to the VA's Assistant Secretary for Policy, Planning, and Preparedness. She led the Department's emergency exercise planning, training, and evaluation program, and served as liaison to other government agencies. She has served on numerous working groups to include: the congressionally mandated National Commission on VA Nursing, Task Force on Employment of Women at VA, and as the Secretary of Veterans Affairs' representative on the American Red Cross Board of Governors and Disaster and Chapter Services Committee. Ms. McClenney is a graduate of the Command and General Staff College; the United States Army War College Fellowship Program at George Washington University, Washington, DC; the Johnson & Johnson – Wharton's Fellows Program in Management for Nurse Executives, Wharton School of Business, University of Pennsylvania; Federal Health Care Executives Interagency Institute at George Washington University; and Leadership VA 2004. She received her Baccalaureate degree in Nursing from Murray State University, Murray, Kentucky and Masters of Science degree in Psychiatric-Mental Health Nursing from Catholic University, Washington, DC. She served 30 years in the Army and retired as a colonel in November 2001. She served in various medical treatment facilities and staffs worldwide including: Population Health Integration Team, TRICARE Management Activity; European Regional Medical Command and Landstuhl Regional Medical Command; Moncrief Army Community Hospital, Fort Jackson, South Carolina; Office of the Assistant Secretary of the Army for Manpower and Reserve Affairs, The Pentagon; Chief

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Ambulatory Nursing, Walter Reed Army Medical Center; Office of the Secretary of Defense (Health Affairs), the Pentagon; and member of the President's National Health Care Reform Task Force.

Susan J. McCutcheon, RN, EdD -- began her career with the Department of Veterans Affairs in 1982 and has held various administrative and clinical positions during that time. Most of her VA career has been in the field of mental health, with a major emphasis on veterans with serious mental illness and families. She is a member of the Executive Committee of the Mental Health Quality Enhancement Research Initiative (QUERI) and has recently completed a 3 year term as a board member of the National Alliance for the Mentally Ill (NAMI) of Ohio. She has taught both undergraduate and graduate nursing courses at five different academic institutions. Dr. McCutcheon has received graduate degrees in psychiatric/mental health nursing, industrial/organizational psychology and educational administration. In 2001, she was selected as a Robert Wood Johnson Executive Nurse Fellow. Recently, she was selected for Leadership VA 2005. Her recent awards include the Cleveland Federal Executive Employee Recognition Award by the Cleveland Federal Executive Board and the Mental Health Professional of the Year by the National Alliance of the Mentally Ill (NAMI) – Metro Cleveland.

Brigadier General Deborah C. McManus, ANG -- is the assistant adjutant general, Alaska Air National Guard, Fort Richardson, Alaska. Her responsibilities include commanding over 2000 Alaska National Guard members who deploy within the state and worldwide in support of humanitarian emergencies and national defense and providing command and control of National Guard forces in executing homeland defense, defense support of civil authorities and other domestic emergency missions within the state of Alaska. Brigadier General (BG) McManus enlisted in the Washington D.C. Air National Guard (ANG) in 1981 and was commissioned with the Maryland ANG in 1985. She received her first command in 1996 with the 176th Maintenance Support Flight and was subsequently assigned as the 176th Logistics Squadron commander in 1998. In 2002, BG McManus was appointed as the Alaska National Guard human resources officer and then as the director of manpower and personnel, JFHQ-AK. Upon promotion, BG McManus was appointed director of the Joint Staff, Joint Forces Headquarters Alaska. In conjunction with her military career, she has served in the federal civil service since 1981. While assigned to the headquarters Air ANG, she was instrumental in publishing the first ANG manpower standards at the national level. BG McManus worked with the RAND Corporation in modeling airbase operability scenarios in the European theater, served as an advisor to the Air Force Board Personnel Activities Panel, and published a white paper entitled, "A Methodology for Evaluating Potential Contributions of Wartime Host Nation Support". She transferred to the Alaska Air Command and then to the Elmendorf Air Force Base. She became full-time with the Alaska ANG in 1994. BG McManus has served on a wide variety of operational deployments. In 2005, BG McManus deployed to OPERATION IRAQI FREEDOM in Baghdad, Iraq as the director of operations for strategic communications on the Multi-National Force – Iraq.

Mary Nelson, PhD -- has taught mathematics at all levels over the past 35 years, and is currently an Applied Mathematics Instructor at the University of Colorado at Boulder and the Applied Math Director of Assessment. Her focus is improvement of college mathematics teaching. Previous college teaching positions included George Mason University, the University of Maryland Overseas Division and Front Range Community College. Dr. Nelson has a BS and an MS in mathematics, from Marquette University and George Mason University, respectively, and a Ph.D. in Mathematics from the University of Colorado at Boulder. She completed her dissertation in Research and Evaluation Methodology. She managed an AID program through the Commerce Department, which brought scientists and businessmen from all over the former Soviet Union to the United States for internships. Dr. Nelson is now Chair of the Defense Department Advisory Committee on Women in the Services (DACOWITS), which was established to provide advice and recommendations on matters and policies relating to the recruitment and retention, treatment, employment, integration, and well-being of highly qualified professional women in the Armed Forces.

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Thomas Pamperin -- is Deputy Director of the Compensation and Pension (C&P) Service, Veterans Benefits Administration (VBA), of the Department of Veterans Affairs. Mr. Pamperin was promoted to the Senior Executive Service in March 2007. He is responsible for policy and regulatory development, budget formulation, procedural guidance and training programs for field adjudication staff delivering VA benefits to America's veterans. Mr. Pamperin deals extensively with the Department of Defense and other federal agencies. He is a member of the congressionally mandated Federal Advisory Board to the Secretary of Defense on Radiation and Veterans Issues. He is the VA representative on the Department of Defense Disability Advisory Council. Mr. Pamperin joined VA in 1974. He subsequently performed all of the claims processing and supervisory positions associated with delivery of C&P benefits in the Milwaukee, Des Moines, and Wichita Regional Offices. Mr. Pamperin came to central office in 1994. Prior to his current position, he served as an Assistant Director of the Service in the following areas: procedures, field oversight, reengineering and policy. Mr. Pamperin graduated from the University of Wisconsin at Madison with Bachelor and Masters degrees in Business. He is a graduate from the United States Army Command and General Staff College and the Federal Executive Institute Leadership in a Democratic Society Program. He served as an infantry platoon leader in Vietnam with the 101st Airborne Division and retired from the Army Reserve as a lieutenant colonel in 1994.

Keith Pedigo -- is the Associate Deputy Under Secretary for Policy and Program Management. In this capacity, he is responsible for coordinating the activities of the benefit programs for veterans and dependents, including home loan guaranty, disability compensation, pension, education, vocational rehabilitation and employment and life insurance. Mr. Pedigo assures cohesive policy development among the programs as well as responsible budget and legislative submissions and coordinates effective day-to-day administration with the VBA field operation components. In April 1987, he was appointed the director of the Loan Guaranty Service, VBA, where he was responsible for the administration of the VA Home Loan Program. Mr. Pedigo began his career in the VA regional office in Chicago as a loan examiner in 1971. In 1974 he transferred to the VA Central Office where he served in progressively responsible positions on the loan policy, quality control and property management staffs. In 1983, he returned to the Chicago office as the Assistant Loan Guaranty Officer, and then became Loan Guaranty Officer. In 1986, he was appointed to the position of Deputy Director of the Loan Guaranty Service and later that year to the position of Director, where he focused on streamlining policies and procedures to make the program more efficient and user friendly for the mortgage, real estate and home building industries in order to maximize its use by the nations' veterans. Mr. Pedigo is the recipient of numerous awards, including the Vice-President's National Performance Review Hammer Award, two Department of Treasury Awards for Distinction in Financial Management and the Presidential Rank Award. He graduated from Michigan State University in 1967 with a Bachelor of Arts degree in Political Science. From 1968 to 1970, he served in the US Army.

Billie J. Randolph, PhD, PT-- was appointed as the Deputy Chief Prosthetics Officer (DCPO), VHA, on April 27, 2008. As DCPO, through the Chief Prosthetics and Clinical Logistics Officer, she supports the Under Secretary for Health through the incumbent's efforts to provide guidance, clinical expertise, and advocacy for clinical excellence, in the fabrication and procurement of assistive devices available to veterans through VHA's Prosthetic and Sensory Aids Service (PSAS), while ensuring clinical accreditation and excellent performance of Prosthetic Services activities on a national level. She is responsible for the policy, direction, and oversight of VA's sixty-one prosthetic and orthotic laboratories. She earned a Bachelor of Health Science degree in Physical Therapy from the University of Kentucky at Lexington, KY, a Master of Science Public Health degree from the University of Hawaii at Honolulu, HI, and a Doctor of Philosophy degree in Sports Medicine and Health Education from the University of Virginia at Charlottesville, VA. Dr. Randolph received a direct commission and entered military service in 1978. She is a graduate of the Army Medical Department Basic and Advance courses, the Combined Arms Services Staff School, the Command and General Staff College, and the Army War

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College. She served in clinical assignments at Ft. Knox, KY, Ft. Stewart, GA, Tripler Army Medical Center, Schofield Barracks, HI, Ft. Leavenworth, KS, Ft. Campbell, KY, and Walter Reed Army Medical Center, where she served as Chief, Physical Therapy and as Physical Therapy Consultant to the North Atlantic Regional Medical Command. In addition, she served as White House therapist from 2002-2004 and as Commander of the Fort Meade Medical Department Activity from July 2004 to July 2006. She is a retired Army colonel. Dr. Randolph is a board certified specialist in orthopedic physical therapy, certified athletic trainer, and certified strength and conditioning specialist.

Major Cynthia Rasmussen RN, MSN, CANP -- has served as a mental health nurse in the Army Reserves for more than 19 years. She is currently serving in her fourth year of being mobilized to support the Global War on Terrorism. Major Rasmussen is an adult nurse practitioner on leave from VA. She received her bachelor's and master's degrees in nursing from Marquette University. As the combat stress officer and sexual assault response coordinator for the 88th RRC, her role is to provide briefings on service member/veteran and family reintegration issues, with the goal of educating communities, families, service members, employers to support and assist in reintegration. The focus is on warrior skills versus home skills. She also provides a brief review of combat operational stress reaction vs. PTSD vs TBI and other behavioral health issues.

Blondell Robinson -- enlisted in the US Army for 3 years as a specialist in personnel administration. When she completed her term of service, she obtained a Bachelor of Arts degree in English from Winston-Salem State University (WSSU) in North Carolina. While enrolled at WSSU, she was a participant in the Reserve Officer Training Corps (ROTC) and commissioned as a second lieutenant in Field Artillery. She was stationed in Fort McClellan, AL; Fort Gordon, GA; Germany; Fort Sill, OK; and Fort Jackson, SC. Ms. Robinson obtained the rank of major, before resigning her commission. Ms. Robinson began her career with VA in Columbia, SC in 1996. She worked as a Veterans Benefits Counselor (VBC) in the in-take and the telephone units. Additional duties and responsibilities included 2 years as a women's veterans coordinator. She also assisted with the Homeless Program, read VA updates to blind veterans, and communicated with deaf veterans about VA benefits. In 1998, Ms. Robinson became the military services coordinator. She was responsible for VA briefings, assisting with and taking service members' claims at four military sites. In 2004, she obtained two Master of Arts degrees -- one in Human Resource Development and the other in Human Resource Management from the Webster University campus in North Charleston, SC.

Mary Rooney, LCSW -- assumed her duties as Program Specialist, Homeless Veterans Programs at VA Office of Public and Intergovernmental Affairs on February 5, 2007. She began her VA career in 1982 as a Clinical Social Worker and has worked at two VA Medical Centers providing services for homeless veterans. Ms. Rooney served as the Supervisory Social Worker and Program Manager of the Veterans Industries at the Washington, DC VA Medical Center in Mental Health Services from September, 2003 until her appointment as Program Specialist in the Homeless Veterans Program in February 2007. In this position she was responsible for the clinical and administrative supervision of social workers assigned to Mental Health. In addition, Ms. Rooney maintained oversight and coordination of the Health Care for Homeless Veterans and Mental Health Intensive Case Management Programs. As a social work leader, she assumed responsibilities for the Veterans Integrated Service Network (VISN) 5 Mental Health Services Sub-Committee for Homeless Veterans and Veterans Industries Programs initiatives, strategic planning, and performance measures. While at the Wilkes Barre, PA VA Medical Center, Ms. Rooney served as Supervisory Social Worker 1988 until September 2003, supervising social workers in Community Care Programs and functioned as coordinator of the Health Care for Homeless Veterans Program. Under her leadership, she expanded the Homeless Veteran Program through increased services and partnerships with other federal, state, and local community agencies.

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The Honorable Linda Schwartz, RN, DrPH, FAAN -- has a long history of involvement in nursing and veteran organizations. She is an advocate and activist who devoted her nursing practice to healing the wounds of war. She has provided testimony on veteran issues to both Houses of Congress, the National Academy of Science, the Environmental Protection Agency and Department of State. She received a Masters in Nursing from Yale School of Nursing and holds a Doctorate in Public Health from the Yale School of Medicine. Dr. Schwartz was a member of the United States Air Force (1967-1986) and served both on active duty and as a reservist. She retired in 1986 after sustaining injuries in an aircraft accident while serving as a USAF Flight Nurse and holds the rank of Colonel on the Governor's military Staff. From 1995-2000, Dr. Schwartz served as chair and member of the VA Advisory Committee on Women Veterans. Additionally she served on VA's Advisory Committees for Readjustment of Combat Veterans, Seriously Mentally Ill Veterans and Homeless Veterans. She has been elected to the National Board of Directors of the American Nurses Association, Vietnam Veterans of America and the Vietnam Women's Memorial. She has received the National Commendation Medal of Vietnam Veterans of America for Justice, Integrity and Meaningful Achievement; Legion of Honor Bronze Medalion from the Chapel of the Four Chaplains and the Ohio Veterans Hall of Fame in 2004. She was elected to the American Academy of Nursing in 2001. She was appointed Commissioner of Veteran Affairs for the State of Connecticut in 2003. In the Department's 142 years of serving veterans, Dr. Schwartz is the first woman to administrate this program. She is Northeast Vice President and Chairman of Health Care for the National Association of State Directors of Veterans Affairs.

Tulsi Gabbard Tamayo -- will graduate later this year with a degree in International Business at Hawaii Pacific University. In 2002, at age 21, Ms. Tamayo became the youngest legislator ever elected in Hawaii, and the youngest woman elected in the nation. Ms. Tamayo enlisted in the Hawaii Army National Guard in April 2003, earning distinguished honor graduate titles and awards at Basic Combat Training and Advanced Individual Training. In July of 2004, she volunteered for an 18-month Iraq deployment, giving up an easy re-election campaign, and later earned a Meritorious Service Medal for her combat tour. She graduated from the Accelerated Officer Candidate School at the Alabama Military Academy on March 9, 2007, and made history as the first female distinguished honor graduate in the Academy's 50-year history. She is currently a Second Lieutenant assigned to the 29th Brigade Special Troops Battalion as the military police platoon leader. In her civilian job, Ms. Tamayo has worked as a legislative assistant for U.S. Senator Daniel K. Akaka in Washington, DC since 2006. She co-founded two successful non-profit organizations: 1) Healthy Hawaii Coalition, an environmental educational group of which she is Vice President and Educational Programs Coordinator and 2) Stand up For America, an organization which strives to promote patriotism, unity, and support for our service members and their families. Ms. Tamayo is currently on extended military leave, as she completes the Military Police Basic Officer Leader's Course, and prepares for her second deployment to the Middle East with the 29th Brigade Combat Team, Hawaii Army National Guard.

Brigadier General Wilma L. Vaught, USAF, Retired -- is president of the Board of Directors of the Women In Military Service For America Memorial Foundation, Inc. She is a retired USAF Brigadier General (BG). Her last military assignment was as Commander of the US Military Entrance Processing Command, North Chicago, IL, where she served from June 1982, until her retirement in August 1985. She is a member of the Board of Directors of the National Women's History Museum and the Pentagon Federal Credit Union Foundation and serves on the Virginia War Memorial Foundation Board of Trustees. Following retirement, she worked as a consultant with the Strategic Defense Initiative Organization, as well as with industry. She speaks around the United States on leadership and management. She is a frequent guest on radio and television programs. A native of Illinois, BG Vaught earned a Bachelor of Science degree from the University of Illinois, Champaign-Urbana, from which she received the Distinguished Alumni Achievement Award in 1983; she also holds a Master

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of Business Administration degree from the University of Alabama, Tuscaloosa, and an Honorary Doctorate of Public Affairs from Columbia College, SC. BG Vaught is the first Air Force woman graduate of the Industrial College of the Armed Forces. During her military career, she held various positions in the comptroller field at Barksdale AFB, LA; Zaragoza AFB, Spain; McCoy AFB, Orlando, FL; Headquarters, Military Assistance Command, Saigon, Vietnam; Air Force Logistics Command, Wright Patterson AFB, Dayton, OH; the Air Staff, the Pentagon, Washington, DC; and she was the deputy chief of staff, comptroller, Air Force Systems Command, Andrews AFB, MD. BG Vaught served as Chairperson of the NATO Women in the Allied Forces Committee from 1983 to 1985 and was the senior woman military representative to the Defense Department Advisory Committee on Women in the Services from 1982 to 1985.

Donna L. Washington, MD, MPH – a general internal medicine physician and health services researcher at VA Greater Los Angeles Healthcare System (GLAHS), is Director of the Women's Health and Equity core of the VA GLAHS Health Services Research and Development (HSR&D) Center of Excellence for the Study of Healthcare Provider Behavior, affiliated investigator with the UCLA National Center of Excellence in Women's Health, and Associate Professor of Medicine at UCLA. Dr. Washington's research focuses on women's health, and racial-ethnic and gender disparities in access and quality of health care. Dr. Washington has worked extensively on understanding access issues in the VA, and has rapidly established herself as an expert in women veterans' health care. She is the lead research investigator on the 2008 National Survey of Women Veterans. Dr. Washington is a graduate of Harvard-Radcliffe Colleges, Boston University School of Medicine, UCLA School of Public Health, and the Robert Wood Johnson Clinical Scholars Program at UCLA, and was the recipient of a Robert Wood Johnson Minority Medical Faculty Development Program award, and a VA HSR&D Research Career Development Award. Dr. Washington is on the National Council for the Society of General Internal Medicine, is a member of the Department of Health & Human Services' Office on Women's Health panel of experts on minority women's health, and was guest editor for the Journal of General Internal Medicine's Special Issue on VA Women's Health Research that was published in 2006.

Leanne Weldin -- is currently the Veterans Service Center Manager at the Pittsburgh VARO. She began her VA career as a Veterans Claims Examiner (VCE) at the Phoenix VARO, in 1994. She transferred to the Seattle VARO as Assistant Veterans Service Center Manager (2003 – 2006). She was also at the Huntington VARO as Veterans Service Center Manager (2006 – 2007). Prior to joining VA, she graduated from Northern Arizona University, in 1988, with a degree in English Education and taught high school and junior high English for five years. While a VA employee, she joined the Air Force Reserves, in February 1997, then transferred to the Army National Guard in 1998. She was commissioned as an Army officer, in 1999. From February 2003 – April 2004, she was activated and deployed to Iraq for 1 year as a transportation company platoon leader/executive officer. She received a Bronze Star Medal as a result of her actions as a Convoy Commander.

Antonette Zeiss, PhD -- is the Deputy Chief Consultant in the Office of Mental Health Services at VA Central Office. She completed her PhD in Clinical Psychology at the University of Oregon, in 1977; she has worked in VA since 1982, after working as a faculty member at Arizona State University and Stanford University. Her previous VA positions were at the VA Palo Alto Health Care System. Dr. Zeiss has been in the deputy position in VACO since September, 2005. One of her major responsibilities in that position is to ensure effective implementation of the VA comprehensive mental health strategic plan. She is a Fellow of American Psychological Association (APA) divisions 12, 18, and 20, and a charter member and fellow of the American Psychological Society. She is a former president of section II (clinical geropsychology), APA Division 12; a former member and chair of the APA committee on aging; former president of the Association for Advancement of Behavior Therapy; and former president of the Society for a Science of Clinical Psychology. She has published ex-

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tensively, particularly on mental health policy and training, on interdisciplinary teams and health care service delivery, and on depression treatment and risk factors. She has served on the editorial board of 9 professional journals. Dr. Zeiss has received numerous awards, including ones for interdisciplinary creativity in practice and education from the National Academies of Practice; one as clinical geropsychology distinguished clinical mentor from the American Psychological Association Division on Clinical Geropsychology, and one for the Advancement of psychology and aging from the Committee on Aging of the American Psychological Association. Most recently, she received an American Psychological Association Presidential Citation, for her contributions to psychology and mental health.



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Colonel Shirley Ann Quarles, USAR -- serves as chair of the Advisory Committee on Women Veterans. She is a colonel in the Army Nurse Corps, U.S. Army Reserves and a professor at the Medical College of Georgia's School of Nursing. She served as a research scientist and clinical practice guidelines coordinator for the Atlanta Research and Education Foundation. She was responsible for facilitating current research findings and its applicability to clinical practice guidelines in the Veterans Health Administration. She proposed, participated, and conducted research projects related to improve healthcare outcomes and conducted ongoing research in women's health. Colonel Quarles received her Ed.D. in higher education administration: research education, her M.Ed. in community health education, and her B.S. in nursing. She also served as an affiliate professor, Nell Hodgson Woodruff School of Nursing, Emory University. She was appointed to the committee in January 2005.

Commander René A. Campos, USN, Retired-- retired with more than 30 years of honorable service from the U.S. Navy. Some of her duties included branch head of the enlisted performance evaluations, officer/enlisted program manager, officer-in-charge of Personnel Support Detachment, and director of Resource Management Office. Commander (CDR) Campos is currently the deputy director of health affairs, government relations, Military Officers Association of America (MOAA). Her duties include lobbying and advocating for service-members and their families on issues related to Wounded Warrior, seamless transition and VA health care. She represents active duty, Guard and Reserve, retirees, veterans, survivors, and family members. She has a bachelor of art degree in psychology and criminal justice from Columbia College and a masters degree in business administration (MBA) from the University of Phoenix. CDR Campos received the Navy Commendation Medal for directing base closure efforts and transfer of 3,000 personnel records from Philadelphia, PA to the Detachment. She was appointed to the committee in September 2007.

Chief Master Sergeant Helena R. Carapellatti, ANG, Retired -- enlisted and served on active duty in the U.S. Air Force (USAF) from 1979 to 1984. She joined the Air National Guard (ANG) in 1987 and retired from the ANG at the rank of chief master sergeant (CMSgt) in 2006. Her last assignment in the ANG was as the Superintendent of Policy & Procedures at the National Guard Bureau. In this position, she reviewed, wrote, and published policy and procedures for Air National Guard supply activities nationwide. She also assisted in policy review and rewrites of DoD, USAF, and other National Guard policies. CMSgt Carapellatti is pursuing a master's degree in sociology at the University of Maryland. She tutors with the Literacy Council of Prince George's County and she owns a business with her spouse. She was appointed to the committee in September 2007.

Velma Hart -- served in the Army Reserves for nearly 10 years in both the signal and administration corps and was discharged as a Sergeant. She has been an association professional for over 20 years, having served six non-profit organizations, ranging from 501 (c) (3) to 501 (c) (19) within the Washington, DC area. She earned her certified association executive (CAE) designation and was the recipient of the Greater Washington Society of Association Executives scholarship, which is awarded annually to outstanding leaders in the field of association and nonprofit management. Ms. Hart is a member of AMVETS (American Veteran) and currently serves as their national finance director/chief fiscal officer. She was appointed to the Advisory Committee on Women Veterans in August 2006.

Chief Petty Officer Kathleen Janoski, USN, Retired -- retired from the U.S. Navy with 23 years of service at the rank of Chief Petty Officer (CPO). As a Navy Photographer's Mate, CPO Janoski's assignments included photojournalism, public affairs, community events, and forensic photography. Her duty stations included Naval Technical Training Center, Pensacola, FL; Navy Recruiting District, New Jersey; Atlantic Fleet Audio-Visual Command/Combat Camera, Norfolk, VA; USS L.Y. SPEAR (AS-36), Norfolk, VA; Navy Recruiting Command

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Headquarters, Arlington, VA, and the Armed Forces Institute of Pathology, Washington, DC. CPO Janoski has an A.S. in business administration from Tidewater Community College and a B.A. in humanities from the University of Pittsburgh. She is a lifetime member of the Disabled American Veterans and is a representative for WAVES National on the Allegheny County (PA) Veterans Advisory Board. Currently, she is working in private industry. She was appointed to the Advisory Committee on Women Veterans in September 2005.

Marlene Kramel, RN -- served as a 1st Lieutenant in the Army Nurse Corps, with service in Viet Nam. She began her military service as a staff nurse in pediatrics at Letterman Army Hospital, Presidio, CA. In March 1966, she was deployed with the 67th EVAC Hospital to Viet Nam, where she assumed responsibility for setting up the ICU and recovery units. During her 38 years as a registered nurse, Ms. Kramel served as a staff nurse, head nurse, mental health clinic nurse, psychiatric nursing supervisor, and full-time women veterans program manager, a position she held for 12 years at the VAMC in Alexandria, LA. Ms. Kramel's clinical background in mental health nursing (American Nurses Association certification in psychiatric and mental health nursing) enabled her to establish a strong sexual trauma program at the medical center. She retired in October 2002, but remains actively involved with VA, veterans' organizations, and the community. She is a lifetime member of the DAV and the VFW. Ms. Kramel was appointed to the Advisory Committee on Women Veterans in August 2006.

The Honorable Mary Antoinette (Toni) Lawrie -- served as a captain in the Air Force Nurse Corps in Florida, Viet Nam, and Mississippi. Prior to her military service, she was a volunteer in the Peace Corps. Ms. Lawrie began her VA service at the VAMC in Bay Pines, FL, where she served as the coordinator of the Women Veterans Health Program until her retirement in 2005. She is a former Commissioner for the State of Florida Department of Veterans Affairs. Ms. Lawrie has authored publications including one on "Meeting the Needs of Women Veterans," and received numerous awards in recognition for her service to women veterans. She was appointed to the Advisory Committee on Women Veterans in August 2006.

First Sergeant Pamela J. B. Cypert, USA, Retired -- retired from the military after a 21-year career. First Sergeant (1SG) Cypert's leadership positions included senior drill sergeant, military police assignment manager, and first sergeant. She broke several barriers: first female installation drill sergeant of the year for Fort McClellan, AL; first female first sergeant of an airborne military police company in the U.S. Army; and first female paratrooper in her brigade to attain the prestigious title of a centurion jumper. Her duty stations included Texas, Alabama, Germany, Virginia, and North Carolina. Upon her retirement from the Army in 2003, she began her career in state government with the Kentucky Department of Veterans Affairs and currently serves as the executive's staff advisor to the Commissioner of the Kentucky Department of Veterans Affairs and Women Veterans Coordinator for the Commonwealth of Kentucky. She earned her B.S. in psychology from Fayetteville State University and a master's degree in mental health counseling from the University of Louisville. 1SG Cypert was appointed to the Advisory Committee on Women Veterans in September 2005.

The Honorable Brenda Moore -- began her military career in the Women's Army Corps in 1973 and served in positions of increasing responsibility until 1979, when she was discharged. Her last military service included serving as assistant for Women's Affairs at the Schweinfurt Military Community, Third Infantry Division. She earned a Ph.D in sociology from the University of Chicago and her thesis was "Effects of the All-Volunteer Force on Civilian Status Attainment." Dr. Moore was a Presidential Appointee to the American Battle Monuments Commission in 1994; and served as a member of the Defense Advisory Committee on Women in the Services (DACOWITS). Dr. Moore is currently an associate professor of sociology at the University at Buffalo (SUNY); and author of the books: *To Serve My Country, To Serve My Race: The Story of the Only African*

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American WACs Stationed Overseas during World War II; and *Serving Our Country: Japanese Women in the Military During World War II* (Rutgers University Press, 2003); as well as a number of scholarly papers on the topic of men and women in today's military. Dr. Moore was appointed to the Advisory Committee on Women Veterans in August 2006.

Colonel Jacqueline Morgan, USAF, Retired -- retired from the Air Force in 2000 after 20 years of honorable service. She received a Doctor of Medicine degree from Louisiana State University School of Medicine in New Orleans in 1965. She also earned a Masters of Public Health in 1995. Dr. Morgan is board certified in Public Health and General Preventive Medicine. After completion of a rotating internship, she entered private practice in general medicine in Louisiana. Dr. Morgan entered the Air Force in July 1980 and served in numerous locations including Louisiana, California, Texas, Washington State and Washington, DC. Her overseas assignments included Germany and Turkey. In her last assignment, she served as the command surgeon/director of medical services and training, Headquarters Air Education and Training Command. Dr. Morgan was appointed to the committee in January 2005.

Technical Sergeant Barbara Pittman, USAF, Retired -- retired from the U.S. Air Force with 20 years of honorable service. She worked as a paralegal technician in the service. In addition to working as an Air Force paralegal, she performed duties as a first responder to aircraft accidents in Germany and volcanic eruptions and evacuations in the Philippines. After retiring from the USAF, Ms. Pittman worked as a legal technician for Marine Spill Response Corporation (MSRC), the United States Air Legal Services Agency, Information Litigation Branch as a Freedom of Information Act (FOIA) manager and the Department of Veterans Affairs, Office of General Counsel (OGC). She currently works for the Government of the District of Columbia, Executive Office of the Mayor as the veterans benefits special assistant to the Mayor. Ms. Pittman has a bachelor of science in business management and a minor in marketing. She also has a paralegal degree from the Community College of the Air Force at Maxwell AFB. She was appointed to the committee in September 2007.

Celia Szelwach --was commissioned as an officer in the Army Transportation Corps, after graduating from the U.S. Military Academy at West Point in 1990. Her career began during the Desert Shield/Desert Storm era at Fort Bragg, NC, where she became a senior paratrooper, earned numerous commendations, and achieved the rank of captain. Since completion of her military commitment in 1995, Ms. Szelwach has served in a variety of roles in corporate America, including management of her own consulting company. She is currently a doctoral candidate and serves as the ethics and compliance manager for The PBSJ Corporation, a national engineering consulting firm. In 2007, she founded the Women Veterans Network (WOVEN™), a global online community connecting women veterans of all ages, services, ranks, experiences, and geographies. She was appointed to the committee in August 2006.

Joanna Truitt -- served in various leadership positions in several institutions of higher education across the country. She served as the associate dean of students and director of student activities at The Catholic University of America and the associate director, University Union, at Towson State University. Although Ms. Truitt has not served in the military, she currently serves as the DC director of the American Legion Auxiliary. The American Legion Auxiliary reopened the DC office in early 2006 after a long hiatus. Ms. Truitt is active in social and civic organizations. She was appointed to the committee in August 2006.

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Ex-Officio Members

Colonel Denise F. Dailey, USA -- was commissioned as a second lieutenant in the Signal Corps from Auburn University Army ROTC in 1979. In her first assignment, 1979-1983, she was a platoon leader in the 50th Signal Battalion and subsequently the training officer in the 35th Signal Brigade, Ft. Bragg NC. As a captain in Europe from 1984 to 1989, she performed duties as the adjutant for the 123rd Signal Battalion, as the communications and electronics Officer for the 709th Military Police Battalion and as the company commander for the 232nd Signal Company, Bad Kreuznach, Germany. She returned to the United States as a major to be a fielding branch chief for the Communications and Electronics Command, Fort Monmouth, NJ. In 1990-1991, Colonel Dailey was the network management officer for the Third Army serving in the Gulf War. She served as the S-3 and executive officer for the 307th Signal Battalion, 1st Signal Brigade, Korea from 1992 to 1994. Upon her return to the United States, she performed duties as the resources branch chief in the J6 at US Central Command, Tampa, Fla. In 1997 Colonel Dailey took command of the Chicago Recruiting Battalion, Chicago, IL. Her command was followed by an assignment to the Pentagon as the branch chief for recruiting policy, Office of the Deputy Chief of Staff for Personnel. She is currently serving as the military director for the Defense Advisory Committee on Women in the Services (DACOWITS) in the Office of the Secretary of Defense for Personnel and Readiness. She is a graduate of the signal officers communications basic course, the Marine Corps officer communications advance course, airborne school, jumpmaster school, the command and general staff officer's course and the Senior Service College, Industrial College of the Armed Forces.

Cheryl J. Rawls -- was appointed as director of the Little Rock, VA Regional Office on August 5, 2007. She is responsible for administering non-medical VA benefits and services to Arkansas veterans and their families. Ms. Rawls began her VA career in 1995 as a work-study in the Loan Guaranty Division of the Washington, DC Regional Office. In conjunction with the consolidation of many of the services provided by the Loan Guaranty Division, she was selected as one of the team leaders in the Loan Administration Section, Loan Guaranty Division, at the St. Paul, MN, Regional Office. Looking to expand her knowledge-base of VBA operations, Ms. Rawls accepted a position as a Management Analyst within the Office of Field Operations in Washington, DC. She progressed to the position of lead management analyst, before relocating to Phoenix, AZ, to assume the responsibilities of supervisory management analyst. Cheryl also served as the assistant director of the Newark, NJ, VA Regional Office and director of the Huntington, WV, VA Regional Office. Before joining VA, Ms. Rawls served in the United States Army as a personnel officer and was discharged with the rank of major in the Individual Ready Reserves (IRR). Her career with the Army provided for world travel and culminated with her commanding an administrative company in Augsburg, GE. She is a graduate of the Department of the Army's jump school, located at Fort Benning, GA and the Army's Combined Arms Services staff school located at Fort Leavenworth, KS. Ms. Rawls holds a bachelor of science degree in business management from the Virginia Polytechnic Institute and State University in Blacksburg, VA, and a masters degree in public administration from the University of the District of Columbia. She is a graduate of several of VA's leadership courses.

Advisors

Patricia Hayes, PhD — was appointed by Secretary James B. Peake, MD and Under Secretary for Health Michael J. Kussman, MD as Chief Consultant, Women Veterans Health Strategic Health Care Group effective April 13, 2008. Dr. Hayes received her bachelor's degree in psychology from the University of Washington in 1974 and earned a master's degree in 1978 and PhD in 1984, both in clinical psychology from Catholic University in Washington, DC. She has 25 years experience and accomplishments serving veterans. Dr. Hayes has significant expertise in sexual trauma and recovery, serving for 7 years as Victim Services Coordinator at

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Pittsburgh Action Against Rape, a nonprofit counseling service. From there she moved to the VA Pittsburgh Healthcare System, initially using her expertise in post traumatic stress disorder (PTSD) counseling with veterans experiencing combat PTSD. In the mid 1990s, Dr. Hayes was appointed as lead women veteran program manager for VISN 4. Under her guidance, the Women Veterans Health Program in Pittsburgh was awarded the designation of VA National Clinical Center of Excellence in 2000 and 2003. Dr. Hayes served for 2 years on the Secretary's Executive Committee on the Implementation of the Mental Health Strategic Plan, has been a member of the VHA Women Veterans Field Advisory Group since 1999, and has published peer-reviewed research and regularly lectured University of Pittsburgh medical students, residents, and medical and psychology fellows. In the past year Dr. Hayes has successfully worked across VHA to expand initiatives for women veterans' health care into a broad range of areas of importance, including cardiac health, reproductive health and birth defect prevention, and a comprehensive evaluation of care provision to women veterans. In addition, she is responsible for the acquisition and distribution of significant additional resources to enhance women veterans' clinical care.

Lindee L. Lenox -- serves as director for the National Cemetery Administration's Memorial Programs Service (MPS). She is responsible for administering two worldwide VA burial benefit programs – the government headstone and marker, and Presidential Memorial Certificate (PMC) programs. Ms. Lenox is a Vietnam era veteran. She began her career in public service when she enlisted in the U.S. Army in 1974. After training, and for the remainder of her tour of duty, she served as a military police woman at Fort Riley, Kansas. She is a life member of Vietnam Veterans of America. Upon discharge from active duty, Ms. Lenox served for nine years as an Army civilian employee, followed by 12 ½ years with the U.S. Department of Labor's Office of Workers' Compensation Programs both in Dallas, Texas and in Washington, DC where she served as a supervisory claims examiner. She subsequently served with the Department of Treasury on a task force to establish the Treasury Inspector General for Tax Administration; and as a senior analyst within the IRS Commissioner's Complaint Processing and Analysis Group at IRS headquarters in Washington, DC. Ms. Lenox holds a Bachelor's degree from Inter American University of Puerto Rico, a Master of Public Administration degree from American University in Washington, DC, and has done graduate work at Virginia Tech in the field of Adult Learning and Human Resource Development. She is a 2007 graduate of the Federal Executive Institute in Charlottesville, Virginia and recently completed the Senior Executive Service Candidate Development Program.

Captain Angela Martinelli, Public Health Service -- is currently a Program Manager in the Division of Treatment and Recovery Research at the National Institute on Alcohol Abuse and Alcoholism. Prior to her current work, she was the Emergency Response Coordinator for the Office of Force Readiness and Deployment, Office of the Surgeon General. Captain (CAPT) is on Active Duty in the U.S. Public Health Service and has served in the U.S. Army and Air Force nurse corps. She received her Doctorate in Philosophy (Nursing) from the Catholic University of America in Washington, DC. CAPT Martinelli did her Post Doctoral Studies at the University of Michigan, School of Nursing in the area of Health Promotion and Risk Reduction with a focus on smoking and nicotine. After post-doctorate training, she taught at Boston College and then in 1998 began her career in the PHS at the Division of Nursing. She was then transferred to the National Institute on Drug Abuse. CAPT Martinelli is a Certified Operating Room Nurse who has worked in this clinical arena since 1975. She has volunteered with Operating Smile International since 1993 serving in such places as Mombassa, Kenya; Santa Cruz, Bolivia; Columbia, South America; Surin Thailand; Kazan, Russia, and Fez, Morocco.



Lioness Documentary

Lioness Documentary



Cast & Credits

Director: Meg McLagan and Daria Sommers

Executive Producers: Julie Parker Benello, Wendy Ettinger, Judith Helfand

Producer: Meg McLagan, Daria Sommers

Editor: Stephen T. Maing

Co Executive Producer: Diana Barrett, Sarah Johnson Redlich

Director of Photography: Kristen Johnson, Julia Dengel

LIONESS follows five female support soldiers who served together for a year in Iraq and became the first in U.S. history to be sent into direct ground combat, in violation of official policy. An unprecedented look at the unforeseen consequences of war, *Lioness* bridges the gap between perception and reality of the essential role female soldiers are playing in the military today.

About the Directors

Meg McLagan is a documentary filmmaker and cultural anthropologist. Her films include *Tibet in Exile* (Director), which was broadcast on PBS, and *Paris is Burning* (Associate Producer), which won the documentary Grand Jury Prize at Sundance. From 1998 to 2005, she taught in the Program in Culture and Media at NYU. She has published essays on media and activism and is currently co-editing a book on the subject. McLagan received her BA from Yale and her PhD from NYU.

Daria Sommers got her start on the PBS series *Smithsonian World*. She wrote and directed the award-winning *Eastern Spirit*, *Western World*, a portrait of Chinese-American artist Diana Kan, *Duncan's Shadow*, and the award-winning *Ready to Burn*. She recently completed *Sawadika American Girl*, a feature screenplay based on her experiences growing up in Thailand in the shadow of the Vietnam War. Sommers is a graduate of Oberlin College.



Exhibitors

Exhibitors

Alliance for National Defense (AND)

A Positive Voice for Military Women

To educate women veterans on the issues facing military women, and to distribute informational materials on current topics

American Pain Foundation

Military/Veterans Pain Initiative

To educate and inform attendees about the impact of pain, pain treatment, and resources

AMVETS

To inform all attendees about the benefits, services, and opportunities available via AMVETS

Army Historical Foundation

Campaign for the National Museum of the U.S. Army

To educate, inform, and promote the campaign of the National Museum of the U.S. Army

Association of the U.S. Army

Similar Lobbying Interest

To inform about AUSA's lobbying efforts on behalf of U.S. Soldiers

Business and Professional Women/USA (BPW)

Veterans Initiative

Capella University

Online Educational Opportunities for Women Veterans

To inform veterans about our online university, and the discounts/scholarships available to them

Centers for Disease Control and Prevention Women's Health

To provide education on women's health and promote health and safety

Crane Learning and Employment Center for Veterans with Disabilities (CLEC)

To inform disabled women veterans about job opportunities at Crane Naval Station and to connect and resource with others

DeVry University

Educational Opportunities for Women Veterans

To promote educational opportunities for women veterans at DeVry University and Keller Graduate School of Management

Disabled American Veterans (DAV)

To inform and educate women veterans about the DAV's programs and services

Duquesne University

Education - Anywhere, Anytime

Programs - Undergraduate and Graduate with Special Rate for Military and Veterans with Benefits

Fleet Reserve Association

Iraq & Afghanistan Veterans of America (IAVA)

To educate veterans and the public about IAVA's mission, how we achieve this mission, and how it affects both women and men in the armed forces and afterwards

Lead Star, LLC

To educate and promote leadership development opportunities for women

Library of Congress Veterans History Project

To educate attendees on volunteer opportunities available to record the stories of women veterans through the Veterans History Project

NABVETS

Veterans in Unity with the Community

To provide information for veterans on filing claims, business development, employment training, health education, and wellness

National Association of State Women Veterans Coordinators (NASWVC)

To encourage women veterans to join the Association and use her state women veterans coordinators as a focal point for women veterans' issues in her state

Exhibitors

Nurses Organization of Veterans Affairs (NOVA) Foundation

VA Nurses MOVE for America's Heroes

To provide information regarding the mission of NOVA, its goals, and activities in support of improving the quality of care to veterans

Nurtilite Health for Women

Your Health Today

To educate on supplements and teach with respect to beauty and health

Office on Women's Health

To educate attendees about the services provided by the Office on Women's Health and their outreach programs

OSD Sexual Assault Prevention and Response Office

To educate Summit attendees on the programs and policies of the Department of Defense regarding sexual assault prevention and response

Soul Speaks, LLC

Reconnect to Your Heart and Soul

To promote products that help anyone who has experienced trauma, anger, or pain

The American Legion

To inform and educate regarding American Legion programs and issues relevant to women veterans

Therapeutic and Supported Employment Service

Vocational Services to Women Veterans Through CWT

To inform women veterans of the employment services provided by VHA

TS Nelson Publications

Coping With Sexual Assault: Healing, Recovery, And Resolution

To offer educational materials relating to sexual assault recovery including information about national/state resources, and the new DoD policies on sexual assault. The display will also educate participants regarding sexual assault, post-traumatic stress

U.S. Army Women's Foundation

Honoring Service

To inform our veterans of what our Foundation does from scholarships to research on Army issues to a vibrant oral history program

U.S. Department of Agriculture, Food Safety and Inspection Service

Food Safety

To provide vital public health safety messages regarding food safety to the public

U.S. Small Business Administration (SBA)

Office of Veteran Business Development (OVBD)

To educate women veterans on the Office of Veterans Business Development and the programs and services of SBA

USPHS Commissioned Corps

Provide information about the Commissioned Corps, and opportunities for nurses in the Corps

VA Center for Faith-Based and Community Initiatives

To inform attendees of the different programs that are available

VA Center for Minority Veterans

To educate women veterans about the Center for Minority Veterans

VA Center for Women Veterans

To inform attendees about the Center for Women Veterans, its mission and activities

VA Florida/South Georgia Veterans Health System

Women Veterans Appreciation Day

To promote and inform attendees of the services North Florida/South Georgia Veterans Health System offers to women veterans

VA National Cemetery Administration (NCA)

To inform attendees about burial benefits

Exhibitors

VA National Center for Health Promotion Disease Prevention

VA Office of Homeless Program

VA Vet Centers - Readjustment Counseling Service

Vet Centers: Proudly Serving Women Veterans
To inform women veterans, VA staff, VSOs of the services Vet Centers offer to women veterans and how to access care

VA Women Veterans Health Strategic Health Care Group

Reaching Out To Women Veterans
To educate women veterans about VA health care services and access

Veterans Business Outreach Center-Texas

Starting A Small Business
To inform women veterans on small business opportunities and assistance

Veterans of Foreign Wars of the U.S. (VFW)

To educate and inform women veterans about veterans issues and entitlements with the Department of Veterans Affairs

Vietnam Veterans of America (VVA)

Inform of women veterans contributions, programs, resources, advocacy work

VietNow

To promote and distribute information about the VietNow organization

Women in Military Service For America Memorial Foundation (WIMSA)

Military Women's Memorial

Women Marines Association

To provide information on the Association, its mission and activities

Women Veterans Network of VA Tennessee Valley Healthcare System

The 411 of a Women Veterans Network
To educate about the benefits of having a women veterans network and how to start one

Women Veterans of America

Advocates and A Voice for Women Veterans
To educate on MST issues, VA programs for women veterans' health and benefits and distribute flyers on these programs



Co-Sponsors

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American Legion Auxiliary

www.legion-aux.org

American Legion Auxiliary is a remarkable organization with dedicated women across the country, devoted to America's veterans, young people and communities. The women of the American Legion Auxiliary make a difference in the lives of all Americans. They educate children, organize community events and help our nation's veterans through legislative action and volunteerism. The American Legion Auxiliary is the world's largest women's patriotic service organization with nearly 1 million members in 10,100 communities. Auxiliary members are a unique group of women, joined in the fellowship of volunteerism, patriotism and dedication to veterans, young people and communities.



AMVETS

www.amvets.org

As one of America's foremost veterans service organizations, AMVETS (or American Veterans) has a proud history of assisting veterans and sponsoring numerous programs that serve our country and its citizens.

The helping hand that AMVETS extends nationwide to veterans and their families takes many forms. One of the most visible is our network of trained national service officers (NSOs) accredited by the Department of Veterans Affairs. Funded by the AMVETS National Service Foundation, these dedicated men and women can provide sound advice and prompt action on compensation claims at no charge to the veteran.

Co-Sponsors



DISABLED AMERICAN VETERANS

www.dav.org

The 1.3 million-member Disabled American Veterans, a non-profit organization founded in 1920 and chartered by the U.S. Congress in 1932, represents this nation's disabled veterans. It is dedicated to a single purpose: building better lives for our nation's disabled veterans and their families.

The DAV was formed as our country struggled to deal with the painful effects of World War I. At this moment our nation is struggling once again with the impact of war—as American men and women face combat in Iraq, Afghanistan and elsewhere. A great deal has changed since the DAV was founded, but this much has remained the same. Those who come home from war wounded and sick need the care and attention of a grateful nation. In the DAV, our nation's veterans have an advocacy organization they can count on when it comes to obtaining the benefits they have earned through their service and sacrifice.



Veterans of Foreign Wars

www.vfw.org

The Veterans of Foreign Wars of the United States, with its Auxiliaries, includes 2.3 million members in approximately 8,200 Posts worldwide. Its mission is to “honor the dead by helping the living” through veterans) service, community service, and being advocates for strong national security and defense.

The VFW traces its roots back to 1899 when veterans of the Spanish-American War (1898) and the Philippine Insurrection (1899-1902) founded local organizations to secure rights and benefits for their service. Many arrived home wounded or sick. There was no medical care or veterans' pensions for them, leaving them to fend for themselves. Since then, the VFW's voice has been instrumental in establishing the Department of Veterans Affairs, creating and enhancing GI Bill educational benefits, developing a national cemetery system, and leading the fight to compensate Vietnam vets exposed to Agent Orange and those diagnosed with Gulf War Syndrome. The VFW also fights to improve VA medical center services for women veterans.

National Summit on Women Veterans' Issues



This Summit is sponsored by:

*Department of Veterans Affairs
Center for Women Veterans
Employee Education System (EES)
VA Learning University*

Co-sponsored by:

*American Legion Auxiliary
AMVETS
Disabled American Veterans
Veterans of Foreign Wars of the United States*



Special support also received from:

*Blinded Veterans Association
Military Officers Association of America
Paralyzed Veterans of America
The American Legion
TriWest
Vietnam Veterans of America*



