Integrating Women into the Modern Military
CAPT Carrie H. Kennedy
Aerospace Neuropsychologist
Naval Aerospace Medical Institute

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Disclosures

- The views expressed in this presentation are those of the author and do not necessarily reflect the official policy or position of the Department of Defense, nor the U.S. Government.

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Objectives

- Name 3 historical events which promoted women’s military service.

- Describe 3 challenges women face while serving in the military.
Military Women: You Can’t Live With ’em, You Can’t Live Without ’em Quiz

Photo courtesy of CAPT Carrie Kennedy
True or False?

The first woman to die in combat was killed during WWI.
The first woman known to have died in combat died during the Revolutionary War. Her name was Jemima Warner. She was KIA December 11, 1775.
One woman was assigned to every 15 men to manage rations. The majority of these women were the wives and mothers of soldiers.

Some served on the front lines in artillery units swabbing out the cannons.

George Washington called upon women to serve as nurses and paid them the same as male soldiers (25¢ per day).
True or False?

The original combat corpsmen and medics were women.
True - They were called “nurses.” 😊

- Military nurses during the Civil War pioneered battlefield treatment methods and placed themselves directly in the line of fire on the front line.
- One of these women, Clara Barton, founded the American Red Cross after the war.
True or False?

100 women cross-dressed and served as “male” soldiers during the Civil War.

Photo courtesy of CAPT Carrie Kennedy
False – There were more!

- For both the Confederacy and the Union, women served as spies, saboteurs, cooks, gunrunners, blacksmiths, scouts, drivers, guides, laundresses and nurses.

- Between 250 and 400 women are believed to have cross-dressed and served as regular soldiers.
True or False?

One of these women spent the rest of her life cross-dressing in order to keep her military pension.
In her 70s, it was discovered that she was not a man and she was locked in an asylum for the rest of her life.

Photo courtesy of CAPT Carrie Kennedy
True or False?

No woman has ever won the Medal of Honor.
False - Meet Dr. Mary Walker
1832-1919

“Let the generations know that women in uniform also guaranteed their freedom.”

- U.S. Army, Medal of Honor, 1866 (Battle of Bull Run)

- Note: Dr. Walker was also held as a POW for 4 months in 1864.
Dr. Mary Walker

Following the Civil War, she was a women’s rights activist fighting for the right to vote and...

(hint...I’m doing it right now without legal repercussions)
WEAR PANTS
True or False?

None of the 36,000 women who served in WWI were considered veterans.
6,000 physicians, 20,000 nurses, and 10,000 other women (yeomen, telephone operators, and translators) served in WWI.

No women held military rank during the war, and they were neither provided military pay or retirement benefits nor considered to be veterans.
Women accepted for military service during WWII were held to the same standard as the men.
False

Women who served in WWII took a gender specific test – the Women’s Classification Test – and were held to a higher standard to get in.

Photo courtesy of CAPT Carrie Kennedy
True or False?

During WWII female Marines were issued red lipstick.
True - and it wasn’t just red – it was Marine Red.

Make-up and the Military

- Basic training included instructions on how to wear make-up.
- Navy Officer candidates were required by instruction to wear eye shadow until 1973.

U.S. Marine Corps photo
“You’ll attend practical application courses in etiquette, poise, wardrobe planning, and how to wear your makeup.”
True or False?

400,000 women served during WWII.

Free a Man to Fight

"Medically Ready Force...Ready Medical Force"
True, not only that but,

1,074 women pilots served in WWII, logging 60 million miles testing planes, towing targets, ferrying B-17s and instructing the male pilots.

“This is not a time when women should be patient. We are in a war and we need to fight it with all our ability and every weapon possible. Women pilots are a weapon waiting to be used.”

Eleanor Roosevelt, 1942
True or False?

Women were provided permanent active duty status in the military in 1948.
True...BUT

■ Only 2% of the military could be female,
■ no woman could be assigned to a combat role,
■ and no woman could advance beyond the rank of O5.
■ Established by President Truman with the Women’s Armed Services Act.
True or False?

Following in the footsteps of the women of WWII, hundreds of thousands of women volunteered to serve in Korea and Vietnam.
Vocal military leaders and enlisted men engaged in an active campaign to keep women out of military service.

The American cultural climate relegated most women to non-professional, low-paying jobs and promoted a feminine ideal of domesticity and maternalism.

Women who did serve were largely restricted from the training and opportunities available during WWII.
Female reservists were involuntarily recalled to active duty for the first time.

More than 120,000 women served.

Over half the women worked in “pink collar” positions such as personnel and administration and their basic training included stereotypical “women's” classes such as makeup and etiquette lessons. Many served as nurses.
True or False?

For Women Marines during Vietnam, it was required that their lipstick and nail polish match the scarlet braid on their covers.
True and during this time,

- The feminist and civil rights movements are well underway.
- But...while the U.S. used the draft for men, the services maintained that women needed to be smarter and more qualified than the men in order to perform the jobs open to them. And they needed to be feminine.
- During the Vietnam War more than 265,000 women volunteered for active duty and 7,500 served in Vietnam, mostly as nurses.
True or False?

The civil rights movement in the U.S. resulted in major changes to the military rules regarding women.
True - Vietnam and After

- 1967 - Congress voted to allow women's promotions up to flag, and removed the two percent ceiling on women's military strength.
- 1973 - first female pilots (Go Navy!).
- 1974 - women could remain in the military if pregnant.
- 1975 - Coast Guard opened its Academy to women. The other academies followed suit in 1976.
- 1978 – First shipboard assignments.
True or False?

Operations Desert Storm and Desert Shield proved that classifying some jobs as “non-combat” couldn’t keep women out of combat.
During the 1st Gulf War, there were no clear front lines and as combat zones shifted, women often found themselves in the thick of the action.

- 11/148 combat deaths were females (7%).
- 1993 – Aviation combat role restriction lifted.
- 1994 – All surface ships open to women.
- The Ground Combat Exclusion is born.
- Subs are off limits to females.
True or False?

The integration of military women into aviation jobs has resulted in an increased number of fatal mishaps.
False

- 10% of helicopter pilots in the Army are female. They account for 3% of mishaps.
- In general aviation (i.e., not military), females account for 6% of pilots and 2.5% of fatal accidents.

Re: LCDR (ret) Tammy Jo Shultz, Southwest pilot
True or False?

Female Marines used to run only half of the 3-mile PFT due to their gender.
Sad, but True.

- Up until 1997 female Marines ran 1.5 miles while the males ran 3 miles.
True or False?

Women are now permitted to perform any job in the military.
Sort of, the glass ceiling is cracking

- 2009 – Submarine exclusion lifted.
- 2011 – Congressional commission recommends ending all gender restrictions.
- 2013 – First enlisted women graduate from Marine infantry course.
- 2014 – Approval to begin integration of enlisted women on submarines.
- 2015 – First women graduate from Army Ranger school.
Sort of, the glass ceiling is cracking

- 2016 – Combat exclusion lifted, all combat jobs open to women, with no exceptions.
- 2016 – Air Force General is first woman to lead a unified combatant command.
- 2017 – First female graduates from Marine Infantry Officer course.
- 2018 – First woman to lead an Army infantry platoon.
- 2019 – By 2019 8 submarine crews had been integrated.
You’ve Come a Long Way, Baby (but there are still a few hurdles).

DoD photo

“Medically Ready Force...Ready Medical Force”
What are the hurdles?

- Sexual Assault and Harassment
- Lack of Female Role Models and Senior Leaders
- Gender Stereotypes
- Male to Female Ratio
- Reverse Harassment

Photo courtesy of CAPT Carrie Kennedy
Questions?

“Don’t worry darling, you didn’t burn the beer!”

“Medically Ready Force...Ready Medical Force” PUID 4895