

Commissioned Corps Women's Issues Advisory Board

Listening Session
December 13, 2023

Moderated by CCWIAB's Officer and
Family Health and Wellbeing Committee
and Gender Bias, Discrimination, and
Harassment Committee



Agenda

- Welcome
- Brief Presentations of Activities from:
 - Officer and Family Health and Wellbeing Committee
 - Gender Bias, Discrimination, and Harassment Committee
- Open Discussion

Disclaimer

The information presented and any interpretations of policies are those of the presenters and do not necessarily represent the official position of the USPHS Commissioned Corps.

Today's Presenters: Officer and Family Health and Wellbeing Committee

CDR Camille Mitchell, MLS, MPH, CHES, CIC

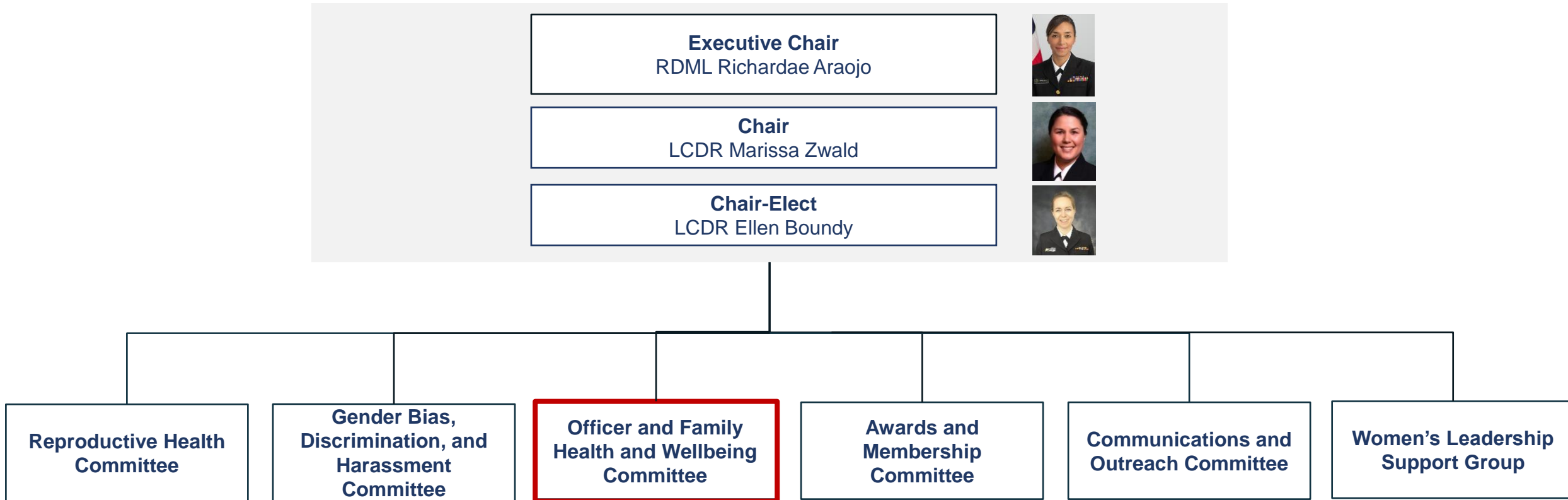
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CCWIAB Organizational Structure



OFHWC Mission

To address emerging issues affecting the health and wellbeing, including physical and mental health issues, of women Public Health Service officers and their families. This includes advancing policies to bolster family supports and career progression of women officers, including dual-service couples, family leave policies, childcare, sabbaticals, and healthcare issues, access, and availability for women and their families.

Recent Accomplishments

- 2023 White Paper on DOD's Career Intermission Program (CIP)
 - Parity with our sister services
 - Pending submission to CCHQ
- Resource Guide for Officers Diagnosed with Cancer: Breast Cancer
 - Pending re-submission to CCHQ
- CCWIAB Listening Sessions
 - Initiated in 2023
 - A tool to connect CCWIAB with women in the Corps
 - First Listening Session: February 2023
 - Provided an overview of CCWIAB and was attended by 64 women PHS Officers
 - Second Listening Session: August 2023
 - Highlighted the work of the Reproductive Health Committee and was attended by 62 women PHS Officers
 - Third Listening Session: December 2023
 - Introducing the newly organized committees



Meeting Our New Charge

Serving and Supporting our Women PHS Officer

- Unspoken charge of this committee is being a platform for women's issues not directly related to childbirth.
 - Career Progression and Sabbaticals
 - Encouraging work life balance and stress reducing activities
 - Heart Health
 - Breast Health
- Issues that impact our families' Health and Wellbeing
 - Dual Service Couples
- Collaboration with CCWIAB's committees on issues that overlap
 - Menopause
 - Family Leave Policies and Childcare

Poll

Which topic(s) would you like to see the OFHWC prioritize next year?

- **Family Leave Policies and Childcare**
- **Mental Health**
- **Menopause**
- **Career Progression and Sabbaticals**
- *Other: [Please type your recommended topic in the Zoom Q&A.]*

Today's Presenters: Gender Bias, Discrimination, and Harassment Committee

CDR Emiko Petrosky, MD, MPH

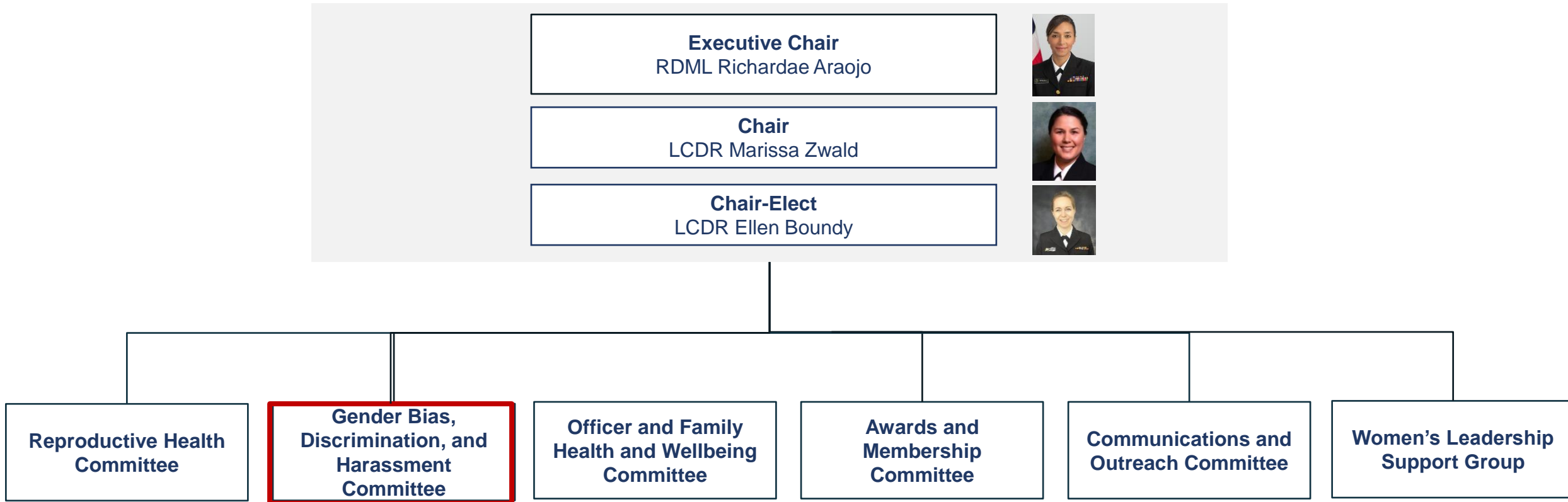
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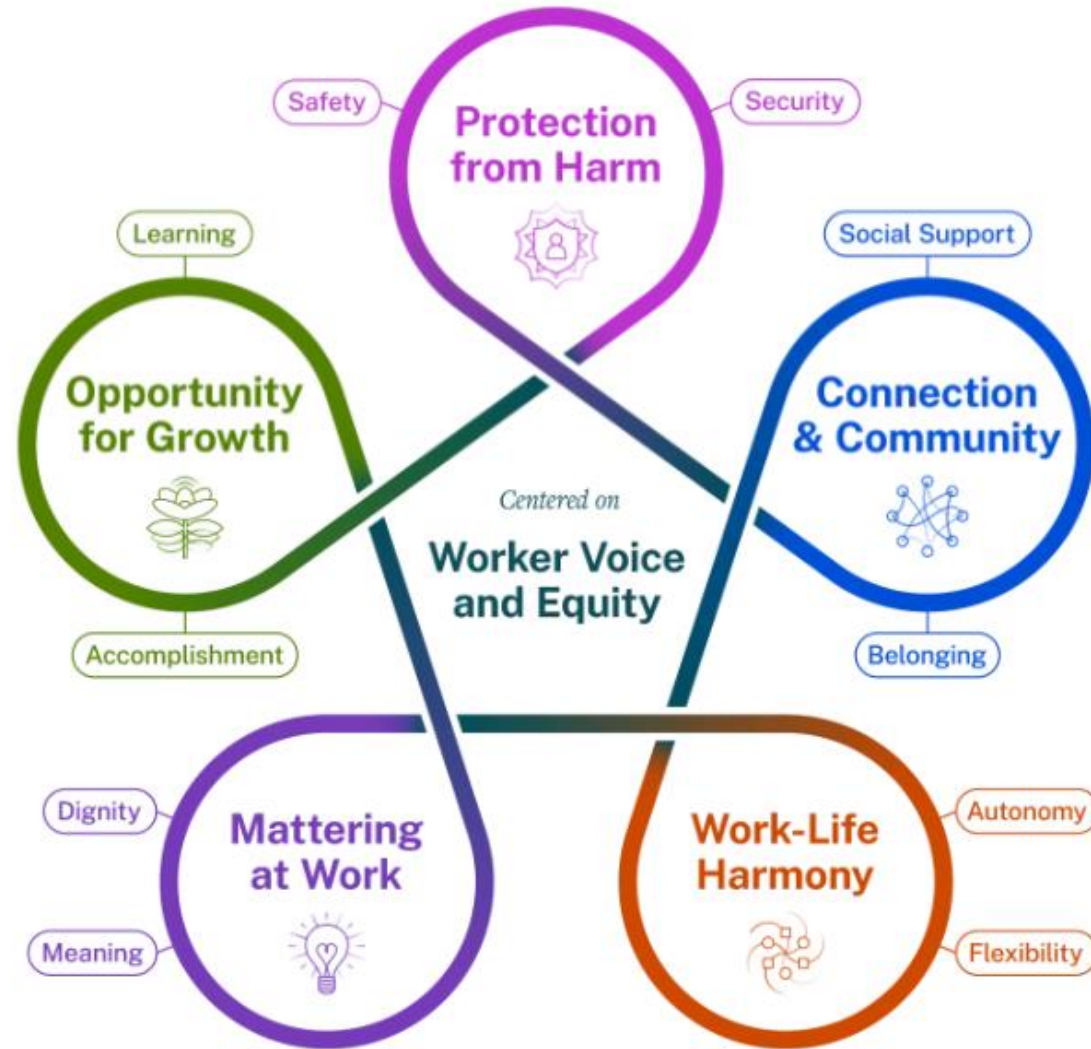
CCWIAB Organizational Structure



Committee Mission

To identify and address concerns of gender bias and discrimination among women Public Health Service officers while stationed at their OPDIVs and while deployed. In addition, this committee will assess existing harassment and discrimination policies and trainings (including sexual harassment and sexual assault in the workplace); and develop action plans to address officer concerns relating to experiences of gender bias, discrimination, and harassment at duty stations and while responding to public health emergencies, with the aim of improving opportunities, access, and equality for women officers in the USPHS.

Surgeon General's Five Essentials for Workplace Mental Health and Well-Being



[Workplace Mental Health & Well-Being — Current Priorities of the U.S. Surgeon General \(hhs.gov\)](https://www.hhs.gov/workplace-mental-health-well-being)

Recent Accomplishments

- Provided feedback on
 - USPHS Medical Accession Standards that may be discriminatory to women or LGBTQ+ applicants (CCHQ Medical Affairs Branch, MAB)
 - 2021 PHS Anti-Harassment Training (CCHQ Corps Care)
- Developed two new CCWIAB Resource Guides (currently under review)
 - Anti-Harassment and Discrimination Trainings
 - For Officers Who Witness or Experience Harassment

Future Directions

- Continue to collaborate with CCHQ Officer Advocacy Program Coordinator, MAB, Corps Care, SOAGDAG and other Advisory Groups
- Develop sexual harassment and sexual assault policy recommendations for USPHS
- Analyze data from CCHQ regarding officer accession, promotion, and retention (formal data request has been submitted)

CCHQ and Agency Resources

If you or someone you know is experiencing harassment or discrimination in the workplace:

- If the incident(s) involves a PHS officer, review the recent Updates to Equal Opportunity Complaints Policy (see [CCI 211.03](#))
- Contact your Agency's Human Resources department. Officers working in the Department of Health and Human Services (HHS) may contact their [HHS OpDiv Anti-Harassment Program Coordinator](#).
- Contact your Agency Liaisons for other Agency-specific resources.
- For wellness support, contact your Agency Employee Assistance Program counseling services.
- For additional support, contact the CCHQ Officer Advocacy Program Coordinator at Personnel-Career-Management-and-Human-Relations@hhs.gov.
- For wellness support while deployed, contact Corps Care (PHSCorpsCare@hhs.gov; 240-276-9616).

Poll

Which topic(s) would you like to see the Gender Bias, Discrimination, and Harassment Committee prioritize next year?

- **Gender Bias** (tendency to prefer one gender over another)
- **Gender-Based Discrimination** (unequal treatment of a person or group of people because of gender-based prejudice)
- **Gender-Based Harassment** (unwelcome conduct that is based on sex, including sexual orientation, gender identity, or pregnancy)
- **Sexual Harassment and Sexual Assault** (unwelcome sexual advances, requests for sexual favors, and other verbal or physical harassment of a sexual nature)
- *Other: [Please type your recommended topic in the Zoom Q&A.]*

Open Discussion



Open Discussion

- **To Ask a Live Question:**
 1. Raise your hand in Zoom
 2. Moderator will announce your name and invite you to ask your question
 3. Unmute yourself when prompted in Zoom to ask your question
- **To Ask a Written Question:**
 1. Type your question in the Zoom Q&A
 2. Moderator will read your question aloud

CCWIAB Resources

- For more information on CCWIAB and to view CCWIAB's Charter, please visit: <https://dcp.psc.gov/OSG/ccwiab/>
- To view CCWIAB's Resource Guides, please visit: <https://community.max.gov/display/HHS/CCWIAB+Resources+for+PHS+Officers>
- To join the CCWIAB listserv, please subscribe via the NIH listserv page: <https://list.nih.gov/cgi-bin/wa.exe?SUBED1=CCWIAB&A=1>

Please take our survey:

www.surveymonkey.com/r/DQQNHGD

1. Did the CCWIAB Listening Session meet your expectations?
2. Did the CCWIAB Listening Session resonate with your own experiences?
3. What suggestions do you have to improve the next CCWIAB Listening Session?
4. What topics are important to you that CCWIAB should feature in a future Listening Session?
5. What are key issues related to gender bias, harassment, and discrimination that are affecting women PHS officers?
6. What are key issues related to officer and family health and wellbeing that are affecting women PHS officers?

**If you are unable to access the survey link, please feel free to email your responses to CDR Camille Mitchell at Camille.Y.Mitchell@ice.dhs.gov.*

Current CCWIAB PAC Liaisons

Rank	First Name	Last Name	Email	Category
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CDR	Courtney	Drevo	Courtney.Drevo@fda.hhs.gov	Dietician
CDR	Cria	Perrine	hgk3@cdc.gov	Scientist
CDR	Emiko	Petrosky	xfq7@cdc.gov	Physician
CDR	Kimberly	Piermatteo	Kimberly.Piermatteo@fda.hhs.gov	Engineer
CDR	Yvonne	Santiago	Yvonne.santiago@fda.hhs.gov	HSO
CDR	Renee	Shibukawa-Kent	Renee.Shibukawa-Kent@fda.hhs.gov	Veterinarian
CDR	Shannon	Thor	Shannon.Thor@fda.hhs.gov	Pharmacist
LCDR	Emily	Gaffney	Emily.Gaffney@ihs.gov	Nurse
LCDR	Karina	Gushue	Karina.Gushue@ihs.gov	Therapist
LCDR	Sarah	Maynard	Sarah_Maynard@nps.gov	EHO



Thank you for joining us today!



COMMISSIONED CORPS
OF THE U.S. PUBLIC HEALTH SERVICE

