

# Commissioned Corps Women's Issues Advisory Board (CCWIAB)



**Listening Session  
February 23, 2023**

**Today's Topic: Overview of CCWIAB & Our Resources**



Meeting URL:

<https://fda.zoomgov.com/j/1604225442?pwd=OXdWbWJrSFNKNVjhpbkIBdUpUMkFTQT09>

Meeting ID: 160 422 5442

Meeting Passcode: &4x?PV

US Toll-free Dial: 833 568 8864

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# Agenda

- Welcome
- Presentation: CCWIAB Overview
- Introduction to Quarterly CCWIAB Listening Sessions
- Open Discussion
- Survey



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# 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.**



# Today's Presenters

## **LCDR Marissa Zwald, PhD, MPH**

Epidemiologist

Division of Violence Prevention

National Center for Injury Prevention and Control

Centers for Disease Control and Prevention

Atlanta, GA

Email: [MZwald@cdc.gov](mailto:MZwald@cdc.gov)

## **LCDR Ellen Boundy, ScD, MS, RN, CNM**

Nurse Epidemiologist

Immunization Services Division

National Center for Immunization and Respiratory Diseases

Centers for Disease Control and Prevention

Atlanta, GA

Email: [LWZ9@cdc.gov](mailto:LWZ9@cdc.gov)



# Commissioned Corps Women's Issues Advisory Board (CCWIAB) Overview



**CCWIAB**

**History, Mission, and Who We Are**



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# Our History

- 2009 Executive Order established the White House Council on Women and Girls
- CCWIAB was founded in 2011 by the 18<sup>th</sup> U.S. Surgeon General, VADM Regina Benjamin, to support Council's objectives



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# Mission

- To identify and analyze key issues that impact women in the Commissioned Corps
- To develop action plans to address these issues





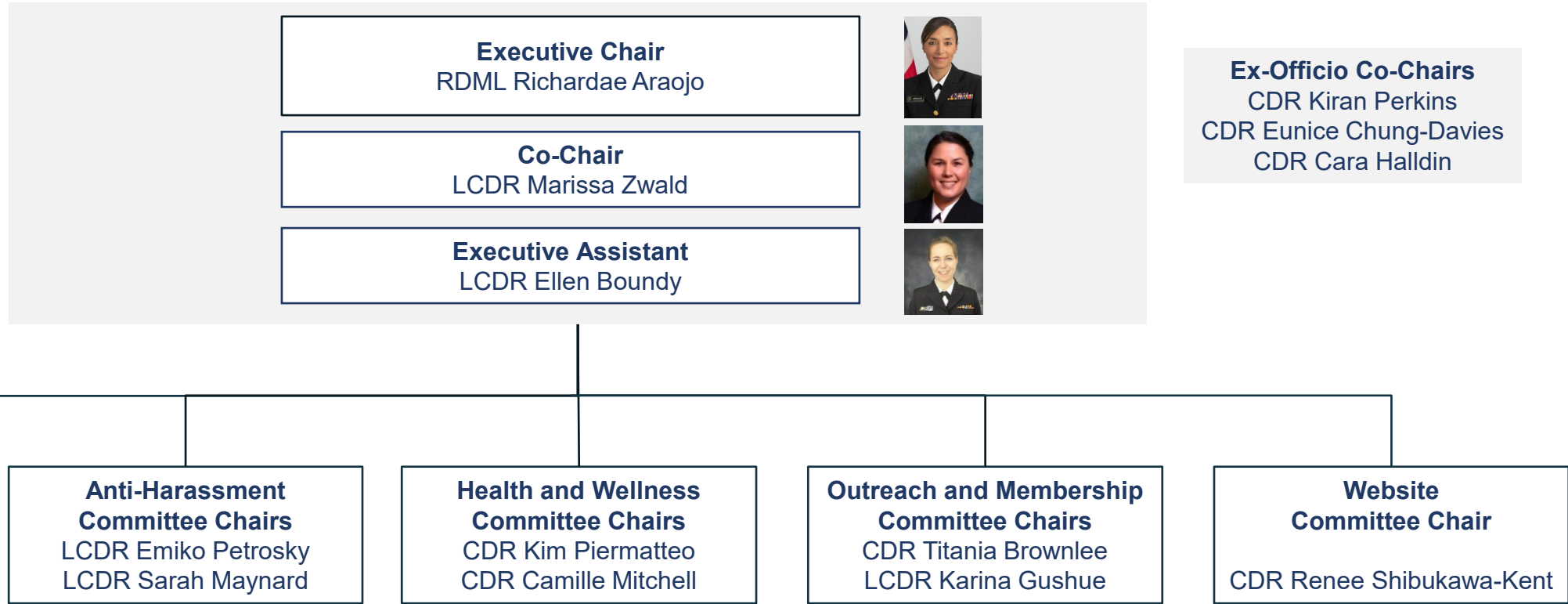
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# Who We Are

- Executive Chairperson (Flag Officer)
- 1 Co-Chair and 1 Executive Assistant
- 12 voting members, 3-year term
- To ensure multiple viewpoints, an officer from all 11 professional categories sit on the Board at all times



# Organizational Structure



**Additional Members**

LT Vicky Hsu (Non-Voting Member, JOAG Liaison)

Last Updated February 16, 2023

# CCWIAB

## Activities and Initiatives



# Resource Guide for USPHS Officers Getting Married or Getting Divorced, and for Dependents Surviving the Death of a USPHS Officer

Developed in collaboration with JOAG, topics include:

- Changing your name
- Enrolling spouse/dependent(s) in benefits
- Tax considerations
- Transferring educational benefits and survivor benefits

*United States Public Health Service (USPHS) Commissioned Corps*

## Resource Guide for USPHS Officers Getting Married or Divorced, and for Dependents Surviving the Death of a USPHS Officer

Prepared by the Junior Officer Advisory Group (JOAG) in collaboration with the Commissioned Corps Women's Issues Advisory Board (CCWIAB)

Version 3.0  
March 2019



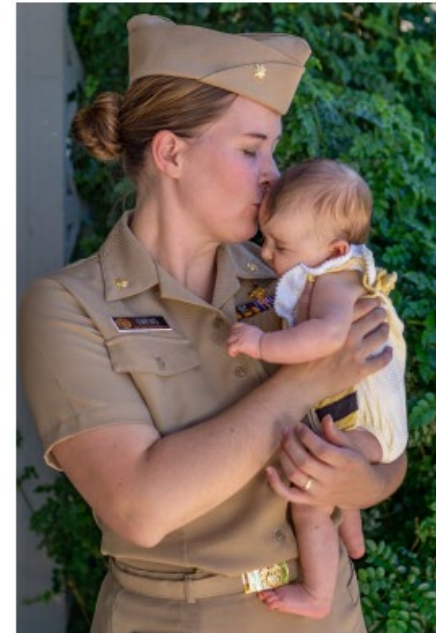
# Resource Guide for Expectant Parents

Topics include:

- Pregnancy checklist
- Maternity leave
- Postpartum care and information
- Postpartum depression resources
- Breastfeeding information
- Paternity leave
- Medical waivers
- Adoptive parents
- Infertility

United States Public Health Service Commissioned Corps

## Resource Guide for Expectant Parents

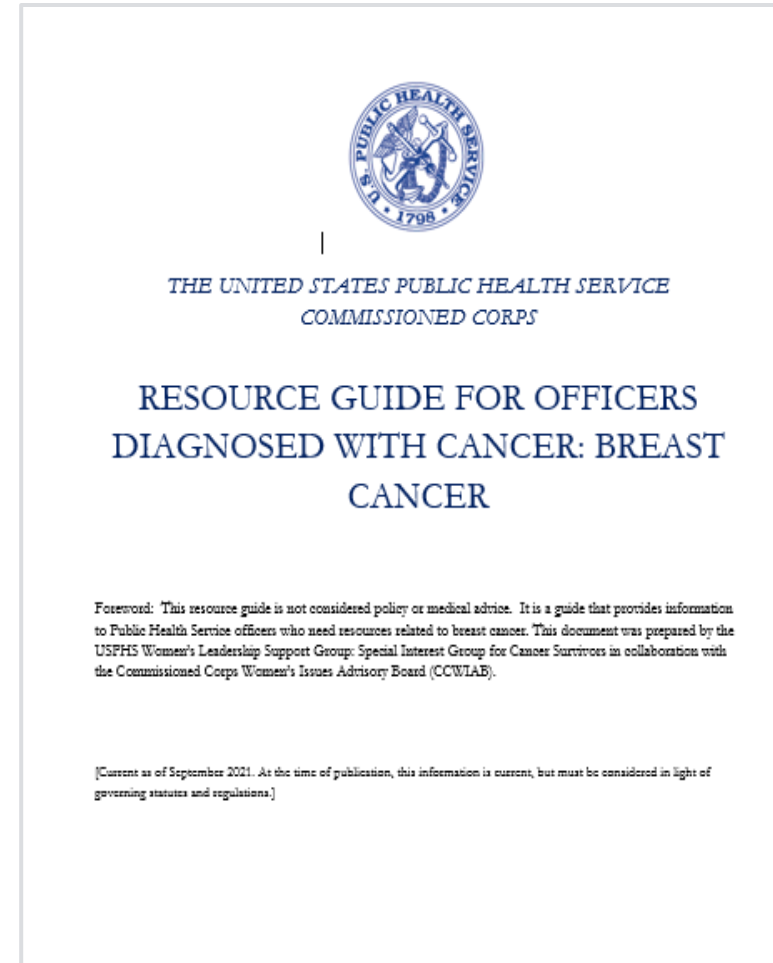
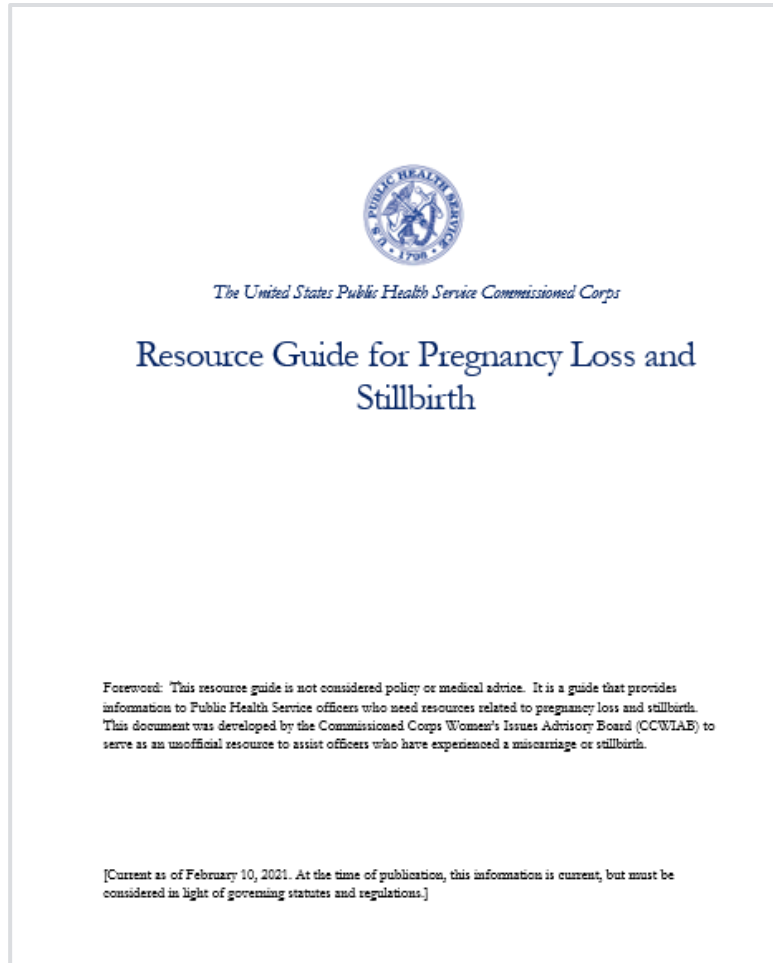


Current as of September 2019

At the time of publication, this information is current, but must be considered in light of governing statutes and regulations.



# Additional Resource Guides



# Policy Recommendations

## Joint Travel Regulation Revision: Breast Milk Shipment as a Travel Accommodation, Effective 4/7/2022

- Specifies that the cost of shipping breast milk may be reimbursed as a travel accommodation for a special need during temporary duty (TDY) travel.
- Expenses may include reasonable commercial shipping fees, excess baggage, disposable storage bags or nondurable containers, cold shipping packages, refrigeration, and transport.
- Expenses will be reimbursed up to a maximum of \$1,000 when authorized.

Memorandum on JTR revision:

<https://media.defense.gov/2022/Apr/14/2002977280/-1/-1/0/BREAST-MILK-SHIPMENT-AS-A-TRAVEL-ACCOMMODATION-JTR.PDF>

Full JTR:

<https://www.defensetravel.dod.mil/Docs/perdiem/JTR.pdf>



# Policy Recommendations

## White Papers and Policy Proposals

- MAB fertility treatment deployment waiver
- Female uniform and appearance policy
- MAB cervical cancer screening guidelines
- Weight standards policy for officers postpartum
- Anti-harassment and discrimination policy
- Parental leave policy



## USPHS Female Uniform and Appearance Updates



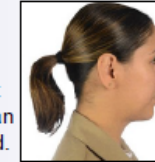
March 25, 2021

Prepared by: The Commissioned Corps Women's Issues Advisory Board (CCWAB)  
in collaboration with the JOAG Outreach Committee, Uniform Subcommittee

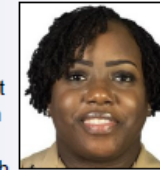
On January 29, 2021, CCHQ announced updates to USPHS female uniforms and appearance. This document highlights some of those updates. See links for more details.

### CCI412.01 "Uniforms and Appearance"

- Allowance for a pony tail or single braid no longer than 3 inches below the bottom collar and cannot extend outward more than 3 inches behind the head.



- Allowance for locs (also known as dreads or dreadlocs); may be loose/free hanging; must be spaced no more than 3/8 inch and the width must not exceed 3/8 inch.



- Allowance for a wide bun the width of the back of your head and must not be visible from the front.



Refer to additional hair examples on the [Navy All Hands website](#).

- Allowance of French and American manicures (white and off-white tips with neutral base color only) and conservative colors (not white, black, red, yellow, orange, green, purple, grey, glitter, patterns or decorative polish). Artificial nails that meet natural criteria are authorized.

### CCI413.01 "Special Uniform Situations"

- Allowance for a short or long-sleeved nursing T-shirt. Must be white when worn with service uniforms and blue when worn with ODU/CGU.



Example site to purchase from [MissMilitaryMom.com](#).



- Allowance for Maternity ODU to be worn when non-pregnant officers are wearing the ODU.



### CCI421.02 "Uniforms for Female Officers"

- Allowance for civilian manufacturers' logos on handbags not to exceed 2 square inches.
- Allowance of flats with service and service dress uniform with heel between 0.25 to 0.5 in.



Refer to the [USPHS Commissioned Corps Physical Training Uniform \(PTU\)](#) webpage for detailed FAQs related to uniform policies.





# Policy Recommendations

## New Army Directives for Parenthood, Pregnancy, and Postpartum

- New directives provide support for officers regarding pregnancy, postpartum, parental leave, and fertility treatment
- CCWIAB compared new Army directives with current PHS policies to discuss where alignment would be feasible



SECRETARY OF THE ARMY  
WASHINGTON

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Army Directive 2022-06 (Parenthood, Pregnancy, and Postpartum)

1. References. For references, see enclosure 1.
2. Purpose. This directive updates Army policy and executes Secretary of Defense priorities pursuant to reference 1f. It incorporates evidence-based health and wellness guidance to improve quality of life, promote flexibility, and enable all Soldiers to safely continue their duties, return to readiness, perform critical assignments, and advance in their careers while growing their Families. This directive is grounded in the Army People Strategy; Diversity, Equity, and Inclusion Annex; Holistic Health and Fitness practices; Department of Defense Equal Opportunity Policy; and medical guidance. It also serves as part of the broader Action Plan To Prioritize People and Teams.
3. Applicability. This directive applies to the Regular Army (RA), Army National Guard (ARNG)/Army National Guard of the United States (ARNGUS), and U.S. Army Reserve (USAR).
4. Policy. For the definitions of terms used in this directive, see enclosure 2.
  - a. Postpartum Body Composition Exemption. This paragraph applies to all Soldiers after the conclusion of pregnancy, including Soldiers who experience perinatal loss.
    - (1) The body composition exemption in reference 1t, paragraph 3–15, for pregnant and postpartum Soldiers is increased from 180 days to 365 days (12 months) after the conclusion of pregnancy.
    - (2) Army Body Composition Program (ABCP). Pursuant to references 1d and 1t, all postpartum Soldiers who do not meet the Army body composition standard after 365 days following the conclusion of pregnancy will be entered into the ABCP.
    - (3) Soldiers who become pregnant while enrolled in the ABCP and (a) have been enrolled in the ABCP for fewer than 30 days before the start of pregnancy (the estimated date of conception as noted by a medical provider) or (b) have been enrolled in the ABCP for fewer than 90 days before the start of pregnancy, and have been demonstrating satisfactory progress every month, will have their flag removed as erroneous.



**CCWIAB**  
**Current Priority Issues**



# Current Priority Areas

- Essential healthcare access
- Fertility treatment challenges while deployed
- Breastfeeding supports while deployed
- Career intermission opportunities
- Anti-harassment and discrimination resources



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# Ongoing CCWIAB Support for PHS Officers

- 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 our listserv, please subscribe via the NIH listserv page: <https://list.nih.gov/cgi-bin/wa.exe?SUBED1=CCWIAB&A=1>
- If you are interested in specific activities, please visit the website above and reach out to the appropriate Committee Lead to learn more about our volunteer opportunities. You do not need to be a board member to participate in the work CCWIAB does.

# Current CCWIAB PAC Liaisons

Rank	First	Last	Email	Category	Agency	Committee
CAPT	Merel	Kozlosky	kozloskym@cc.nih.gov	Dietician	NIH	Health and Wellness
CDR	Titania	Brownlee	Titania.M.Brownlee@uscg.mil	Dentist	USCG	Outreach and Membership
CDR	Cria	Perrine	hgk3@cdc.gov	Scientist	CDC	Reproductive Health
CDR	Kimberly	Piermatteo	Kimberly.Piermatteo@fda.hhs.gov	Engineer	FDA	Health and Wellness
CDR	Yvonne	Santiago	Yvonne.santiago@fda.hhs.gov	HSO	FDA	Ad-hoc Essential Healthcare
CDR	Renee	Shibukawa-Kent	Renee.Shibukawa-Kent@fda.hhs.gov	Veterinarian	FDA	Website
LCDR	Emily	Gaffney	emily.gaffney@ihs.gov	Nurse	IHS	Reproductive Health
LCDR	Karina	Gushue	Karina.gushue@ihs.gov	Therapist	IHS	Outreach and Membership
LCDR	Sarah	Maynard	Sarah_maynard@nps.gov	EHO	NPS	Anti-Harassment
LCDR	Emiko	Petrosky	xfq7@cdc.gov	Physician	CDC	Anti-Harassment
LCDR	Shannon	Thor	shannon.thor@fda.hhs.gov	Pharmacist	FDA	Reproductive Health



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# Thank you!



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# Quarterly CCWIAB Listening Sessions

- **Objective:** To promote CCWIAB initiatives and resources as well as gather information regarding issues impacting PHS female officers
- **Frequency:** Quarterly, Last Thursday of the Month
- **Time:** 1200 – 1300 ET
- **Upcoming 2023 Dates (*Tentative*):**
  - May 25<sup>th</sup>
  - August 31<sup>st</sup>
  - November 30<sup>th</sup>
- **Future Topics:** Reproductive Health, Anti-Harassment, Breast Cancer, etc.



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# 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 chat
  2. Moderator will read your question aloud



# Please take our survey:

<https://www.surveymonkey.com/r/L8GYMNL>

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 topics are important to you that CCWIAB should better address as an advisory group?

*\*If you are unable to access the survey link, please feel free to email your responses to CDR Kim Piermatteo at [Kimberly.Piermatteo@fda.hhs.gov](mailto:Kimberly.Piermatteo@fda.hhs.gov).*



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# Thank you for joining us today!

Additional Questions or Comments –

Email CDR Kim Piermatteo ([Kimberly.Piermatteo@fda.hhs.gov](mailto:Kimberly.Piermatteo@fda.hhs.gov))

Subscribe to the CCWIAB Listserv –

<https://list.nih.gov/cgi-bin/wa.exe?SUBED1=CCWIAB&A=1>



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