What Civilian Leaders Need to Know about the U.S. Military

Kathy Roth-Douquet
CEO, Blue Star Families
BLUE STAR FAMILIES PROGRAMS AND RESOURCES

Blue Star Connected Communities

Blue Star Careers
Spouseforce, Networks Live, Blue Star Business Council

Blue Star Books
START Book Clubs (Serving, Thriving, and Reading Together)

Blue Star Museums

Blue Star Parks

Blue Star Neighbors

Annual Military Family Lifestyle Survey

For more information, visit bluestarfam.org
Part I:
Introduction to the U.S. Military
Agenda

Part I: Introduction to the U.S. Military (25 min)

1. Origins
2. Organization of the Military
3. Ranks & Pay Grades
4. Who serves?
5. Where are they?
6. How does service shape them?
7. The Military’s Mission
8. The Civil-Military Divide & its Consequences

Q&A (40 min)
"We the People of the United States, in Order to form a more perfect Union, establish Justice, insure domestic Tranquility, provide for the common defense, promote the general Welfare, and secure the Blessings of Liberty to ourselves and our Posterity, do ordain and establish this Constitution for the United States of America."
All men...are endowed...with certain inalienable rights...

Citizens

- Exercise **rights**
- **Self**-expression
- **Individual** conscience
- Unique and **diverse**

Military

- Execute **responsibilities**
- Patriotism, **valor**, fidelity
- Strict performance of **duties**
- **Obedience**
- Set **aside** rights

Presentation by: Kathy Roth-Douquet
**Decision to Move from Civilian to Military**

- “The decision to undertake an officer’s oath...requires no less than commitment of one’s life to the service of others.”

- “An officer of the Armed Forces of the United States must be a warrior, a leader of character, an unwavering defender of the Constitution, a servant of the Nation, and an exemplar and champion of its ideals.”
What do we mean by civilian control?

Civilian Authorities:

- Dictate missions, composition, policy, and budget
- Oversight for transparency and accountability
- Maintain necessary expertise
- Respect military expertise
- Respect military personnel

Presentation by: Kathy Roth-Douquet
What do we mean by civilian control?

**Military Authorities:**

- Remain ideologically neutral
- Don’t interfere in domestic politics
- Minimal role in the national economy
- Maintain an effective chain of command
- Maintain the mechanisms to support rule of law

Presentation by: Kathy Roth-Douquet
Civilian Responsibilities

State Governments

- Education of military children
- Military spouse licensure
- Unemployment benefits
- Mental health providers (eligibility)
- Veteran education (90/10 loophole), etc.
- Deploy and steward National Guard

Federal Government

- Defense spending (NDAA)
- Federal benefits (e.g., SNAP)
- Oversight & direction of VA, DoD, DHA, etc.
- Military housing
- TRICARE, etc.

Presentation by: Kathy Roth-Douquet
Carl von Clausewitz - *On War* (1832)

Presentation by: Kathy Roth-Douquet
Military and Society

● “The issue of civilian control of the military falls into the realm of cultural anthropology, in that each side is to some extent a stranger to the other.” (AFO p. 101)

● The military is both a profession and a bureaucracy
  ○ As a profession, the military can overreach its expertise
  ○ As a bureaucracy, it can distort national strategy through exercise of control over expenditure of significant resources
Organization of the Military
SEVEN SERVICES

Army

Marine Corps

Navy

Air Force

Coast Guard

National Guard

Space
U.S. Combatant Commands

Central Command
European Command
Indo-Pacific Command
Northern Command
Southern Command
Strategic Command
Transportation Command
Africa Command
Special Operations Command
Cyber Command
Space Command
Army Organization

- **Fire Team**: 4 soldiers
- **Squad**: 9-10 soldiers
- **Platoon**: 16-44 soldiers, 2-4 squads
- **Company**: 62-190 soldiers, 3-4 platoons
- **Battalion**: 300-1,000 soldiers, 4-6 companies
- **Staff Sergeant**
- **Sgt or Staff Sgt**
- **Lieutenant**
- **Captain**
- **Lieutenant Colonel**

Source: VetFriends.org
ARMY-GROUP

Commanded By:

GENERAL

4-5 FIELD ARMIES

400,000 SOLDIERS
Three or more divisions make up the Marine Corps. The Marine Corps' leader, the commandant, reports directly to the secretary of the Navy.
Wing: 2+ groups

Air Division: 2+ wings

Numbered Air Force: 2+ air divisions

Command
Large Air Force unit with certain definite mission commanded by high ranking officer.

Brigadier General

Brigadier General

Major General – Lieutenant General

Lieutenant General - General

Source: VetFriends.org
MAJOR COMMAND

Commanded By:

GENERAL

Major commands, or MAJCOMs, can be organized two ways: by mission (such as Global Strike Command or Mobility Command) or by region outside the continental United States (such as Pacific Air Forces). Major commands report directly to Air Force Headquarters.
NAVY Organization

- **Surface Forces**
  - **Department:** 45-250 sailors

- **Amphib:**
  - 250-300 sailors,
  - 5-14 departments

- **Phibron**
  - 3 Ships:
    - LSD, LHD, LPD

- **Amphibious Group**
  - 5000 personnel
  - Amphibious Task Force
  - 2000 sailors
  - Landing Force
  - 2200 marines

- **Destroyer**
  - 140-300 sailors
  - 6 departments

- **Desron**
  - 5-6 Destroyers or Frigates

- **Commander - Captain**

- **Captain ("Commodore")**

- **Rear Admiral**

Source: VetFriends.org
NUMBERED FLEETS

There are seven active numbered fleets in the Navy. Some numbered fleets, which were established during World War II, have since been deactivated or folded into other fleets.

2ND FLEET  3RD FLEET  4TH FLEET  5TH FLEET
6TH FLEET  7TH FLEET  10TH FLEET

NUMBERED FLEETS ARE LED BY

VICE ADMIRALS
WHO COMMAND

* NUMBER DEPENDS ON ASSIGNMENT

Source: Defense.gov
# National Guard - Organization & Activation

<table>
<thead>
<tr>
<th></th>
<th>State active duty</th>
<th>Title 32</th>
<th>Title 10</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Command and control (C2)</strong></td>
<td>Governor</td>
<td>Governor</td>
<td>President</td>
</tr>
<tr>
<td><strong>Military C2</strong></td>
<td>Adjutant general</td>
<td>Adjutant general</td>
<td>Combatant commander</td>
</tr>
<tr>
<td><strong>Duty assignments</strong></td>
<td>IAW state law</td>
<td>US</td>
<td>Worldwide</td>
</tr>
<tr>
<td><strong>Pay</strong></td>
<td>State</td>
<td>Federal</td>
<td>Federal</td>
</tr>
<tr>
<td><strong>Domestic law enforcement powers</strong></td>
<td>Yes</td>
<td>Yes</td>
<td>No*</td>
</tr>
</tbody>
</table>

## Missions examples
- Civil support;
- law enforcement;
- others as determined by governor
- Training;
- civil support;
- law enforcement;
- counter drug;
- WMD response;
- Overseas training;
- expeditionary missions;
- civil support and law enforcement**

## Activation examples
- Oklahoma City bombing;
- Kansas tornadoes;
- California wildfires;
- various hurricanes
- Border security;
- post-9/11 airport security;
- SLC Olympics;
- Hurricane Katrina
- Bosnia; Afghanistan;
- Cuba; Iraq;
- LA riots***

* Unless the Insurrection Act is invoked
** Title 10 is rarely used for domestic operations
*** The Insurrection Act was invoked.
Ranks & Pay Grades
Service members in pay grades E-1 through E-3 are in training or on their initial assignment. Basic training is followed by specialized or advanced training that provides recruits with a specific area of expertise.

In the Army and Marine Corps, this area is called a military occupational specialty (MOS); in the Navy, it is known as a rate; and in the Air Force, it is simply called an Air Force specialty.
Leadership responsibility significantly increases in the mid-level enlisted ranks. This responsibility is given formal recognition by use of the terms non-commissioned officer and petty officer. An Army sergeant, an Air Force staff sergeant, and a Marine corporal are considered NCO ranks. The Navy NCO equivalent, petty officer, is achieved at the rank of petty officer third class.

<table>
<thead>
<tr>
<th>Enlisted Paygrade</th>
<th>Army</th>
<th>Marine Corps</th>
<th>Navy</th>
<th>Air Force</th>
<th>Coast Guard</th>
</tr>
</thead>
<tbody>
<tr>
<td>E-5</td>
<td>Sergeant (SGT)</td>
<td>Sergeant (Sgt)</td>
<td>Petty Officer Second Class ** (PO2)</td>
<td>Staff Sergeant (SSgt)</td>
<td>Petty Officer Second Class ** (PO2)</td>
</tr>
<tr>
<td></td>
<td><img src="image" alt="Army Sergeant" /></td>
<td><img src="image" alt="Marine Corps Sergeant" /></td>
<td><img src="image" alt="Navy Petty Officer Second Class" /></td>
<td><img src="image" alt="Air Force Staff Sergeant" /></td>
<td><img src="image" alt="Coast Guard Petty Officer Second Class" /></td>
</tr>
<tr>
<td>E-6</td>
<td>Staff Sergeant (SSG)</td>
<td>Staff Sergeant (SSgt)</td>
<td>Petty Officer First Class ** (PO1)</td>
<td>Technical Sergeant (T Sgt)</td>
<td>Petty Officer First Class ** (PO1)</td>
</tr>
<tr>
<td></td>
<td><img src="image" alt="Army Staff Sergeant" /></td>
<td><img src="image" alt="Marine Corps Staff Sergeant" /></td>
<td><img src="image" alt="Navy Petty Officer First Class" /></td>
<td><img src="image" alt="Air Force Technical Sergeant" /></td>
<td><img src="image" alt="Coast Guard Petty Officer First Class" /></td>
</tr>
</tbody>
</table>
At the E-8 level, the Army, Marine Corps, and Air Force have two positions at the same pay grade: senior master sergeant or a first sergeant in the Air Force, depending on the person's job.
E-8s and E-9s have 15 to 30 years on the job, and are commanders' senior advisers for enlisted matters.

At the E-9 level, Marine Corps master gunnery sergeants and sergeants major receive the same pay, but they have different responsibilities. A third E-9 element is the senior enlisted person of each service. The sergeant major of the Army, sergeant major of the Marine Corps, master chief petty officer of the Navy, and chief master sergeant of the Air Force are the spokespersons of the enlisted force at the highest levels of their services.

<table>
<thead>
<tr>
<th>Enlisted Paygrade</th>
<th>Army</th>
<th>Marine Corps</th>
<th>Navy</th>
<th>Air Force</th>
<th>Coast Guard</th>
</tr>
</thead>
<tbody>
<tr>
<td>E-9</td>
<td>Sergeant Major of the Army (SMA)</td>
<td>Sergeant Major of the Marine Corps (SgtMajMC)</td>
<td>Master Chief Petty Officer of the Navy (MCPON)</td>
<td>Chief Master Sergeant of the Air Force (CMSAF)</td>
<td>Master Chief Petty Officer of the Coast Guard (MCPOCG)</td>
</tr>
</tbody>
</table>
Warrant officers hold warrants from their service secretary and are specialists and experts in certain military technologies or capabilities. The lowest-ranking warrant officers serve under a warrant, but they receive commissions from the president upon promotion to chief warrant officer 2. These commissioned warrant officers are direct representatives of the president of the United States. They derive their authority from the same source as commissioned officers but remain specialists, in contrast to commissioned officers, who are generalists. There are no warrant officers in the Air Force.
The commissioned ranks are the highest in the military. These officers hold presidential commissions and are confirmed at their ranks by the Senate.

Army, Air Force, and Marine Corps officers are called company grade officers in the pay grades of O-1 to O-3, field grade officers in pay grades O-4 to O-6, and general officers in pay grades O-7 and higher.

The equivalent officer groupings in the Navy are called junior grade, mid-grade, and flag.
Naval officers wear distinctively different rank devices depending upon the uniform they're wearing. The three basic uniforms and rank devices used are: khakis, collar insignia pins; whites, stripes on shoulder boards; and blues, stripes sewn on the lower coat sleeves.
Abbreviations differ by service
Who serves?

Military Demographics
Military Personnel & DoD Civilians (N=3,487,679)

*Includes Coast Guard Reserve.
** Includes Non-Appropriated Funds civilians and Appropriated Funds civilians.
*** Includes only Army Inactive National Guard.

Note: Percentages may not total to 100 due to rounding.
Source: Official Guard and Reserve Manpower Strengths & Statistics FY 2018 Summary
2.03 - Active Duty Personnel by Service Branch (N=1,304,418)

- Army (n=471,990) - 36.2%
- Navy (n=325,395) - 24.9%
- Marine Corps (n=185,415) - 14.2%
- Air Force (n=321,618) - 24.7%
Overall, the total DoD force of 1,739,012 (82.8%) enlisted members and 362,122 (17.2%) officers.

Note: Percentages may not total 100 due to rounding.

Note: Data are presented for the total DoD Force; therefore, DHS Coast Guard Active Duty and DHS Coast Guard Reserve are not included.

Source: DMDC Active Duty Military Personnel Master File (September 2018); DMDC Reserve Components Common Personnel Data System (September 2018)
Overall, just over 40 percent (40.7%) of the total DoD force is 25 years of age or younger.

Note: Percentages may not total 100 due to rounding.
Note: Data are presented for the total DoD Force; therefore, DHS Coast Guard Active Duty and DHS Coast Guard Reserve are not included.
Source: DMDC Active Duty Military Personnel Master File (September 2018); DMDC Reserve Components Common Personnel Data System (September 2018)
Overall, the total DoD force of 375,617 (17.9%) female members and 1,725,517 (82.1%) male members.

Note: Percentages may not total 100 due to rounding.
Note: Data are presented for the total DoD Force; therefore, DHS Coast Guard Active Duty and DHS Coast Guard Reserve are not included.
Source: DMDC Active Duty Military Personnel Master File (September 2018); DMDC Reserve Components Common Personnel Data System (September 2018)
Percentage of Female Enlisted Recruits, 1970-2018

Note: Coast Guard data not available.

Source: Office of the Undersecretary of Defense.
Women's Representation by Service and Rank, 2018

Female representation among active-duty commissioned officers and enlisted force

<table>
<thead>
<tr>
<th>Service</th>
<th>Officers</th>
<th>Enlisted</th>
</tr>
</thead>
<tbody>
<tr>
<td>Army</td>
<td>19%</td>
<td>14%</td>
</tr>
<tr>
<td>Navy</td>
<td>19%</td>
<td>20%</td>
</tr>
<tr>
<td>Marine Corps</td>
<td>8%</td>
<td>9%</td>
</tr>
<tr>
<td>Air Force</td>
<td>21%</td>
<td>20%</td>
</tr>
<tr>
<td>Coast Guard</td>
<td>23%</td>
<td>13%</td>
</tr>
</tbody>
</table>

Source: Office of the Undersecretary of Defense.
Race and Ethnicity of Enlisted Recruits by Service and Gender, 2018

Hispanic, considered an ethnicity and not a race, overlaps with racial categories.

Among Army recruits, the portion of Black women is significantly higher than in the civilian labor force.

In all the services, minority representation is higher among female recruits than among male recruits.

Black men and women are underrepresented among Marine Corps recruits.

The Marines Corps is the only service in which Hispanic men and women are overrepresented among recruits.

The Coast Guard has the highest portion of white male and female recruits out of all the services.

Notes: Only the three largest racial categories were included-white, Black, and Asian. Numbers do not add to one hundred because of excluded groups and because Hispanic ethnicity is considered separately from race.

Source: Office of the Undersecretary of Defense.
The majority of Active Duty officers have a Bachelor’s Degree or higher (84.8%), which is higher than the percentage of the U.S. civilian population age 25 and over that had a Bachelor’s degree or higher (35.0%) in 2018.

*Includes cases with at least a high school diploma and possibly additional education without a degree earned.

Note: Percentages may not total to 100 due to rounding.

Overall, 6.7 percent of Active Duty members are in dual-military marriages. Across all Service branches, a higher percentage of female members are in dual-military marriages than male members.

<table>
<thead>
<tr>
<th>Gender of Active Duty Member</th>
<th>Army</th>
<th>Navy</th>
<th>Marine Corps</th>
<th>Air Force</th>
<th>Total DoD</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>11,970</td>
<td>9,863</td>
<td>4,302</td>
<td>17,584</td>
<td>43,719</td>
</tr>
<tr>
<td>Female</td>
<td>12,146</td>
<td>10,741</td>
<td>3,387</td>
<td>16,855</td>
<td>43,129</td>
</tr>
<tr>
<td>Total</td>
<td>24,116</td>
<td>20,604</td>
<td>7,689</td>
<td>34,439</td>
<td>86,848</td>
</tr>
</tbody>
</table>

Source: DMDC Active Duty Military Personnel Master File (September 2018)
Total DoD Force Family Members: 2,600,000+
Across the 1,650,464 military children in the DoD, more than two-thirds (69.9%) are 11 years of age or younger.

Note: Children ages 21 to 22 must be enrolled as full-time students in order to qualify as dependents.

Note: Percentages may not total to 100 due to rounding.

Source: DMDC Active Duty Military Family File (September 2018); DMDC Reserve Components Family File (September 2018)
Notes: Income ranges represent the median household income quintiles for all U.S. census tracts. Each quintile includes 20 percent of the U.S. population. Coast Guard data not available.

Source: Office of the Undersecretary of Defense.
What to Notice in Figure 2: Figure 2 illustrates that since World War II, communities with higher casualty rates have had lower incomes than communities with lower casualty rates. To generate Figure 2, we divided all the communities for each war into two groups: the first includes all communities whose casualty rates place them in the top quarter of the casualty distribution; the second group comprises all other communities. From census data, we then calculated the average median family income for both groups. To provide a constant metric, we adjusted the income data from previous periods to reflect their value in year 2000 dollars.

Where are they?
## Number and Percentage of Active Duty Members within the United States by State

<table>
<thead>
<tr>
<th>Rank</th>
<th>State</th>
<th>Number of Active Duty</th>
<th>Percentage of Active Duty Living in State</th>
<th>Cumulative Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>California</td>
<td>153,505</td>
<td>13.6%</td>
<td>13.6%</td>
</tr>
<tr>
<td>2</td>
<td>Virginia</td>
<td>122,314</td>
<td>10.8%</td>
<td>24.3%</td>
</tr>
<tr>
<td>3</td>
<td>Texas</td>
<td>117,844</td>
<td>10.4%</td>
<td>34.8%</td>
</tr>
<tr>
<td>4</td>
<td>North Carolina</td>
<td>99,193</td>
<td>8.8%</td>
<td>43.5%</td>
</tr>
<tr>
<td>5</td>
<td>Georgia</td>
<td>65,371</td>
<td>5.8%</td>
<td>49.3%</td>
</tr>
<tr>
<td>6</td>
<td>Florida</td>
<td>60,251</td>
<td>5.3%</td>
<td>54.6%</td>
</tr>
<tr>
<td>7</td>
<td>Washington</td>
<td>58,115</td>
<td>5.1%</td>
<td>59.7%</td>
</tr>
<tr>
<td>8</td>
<td>Hawaii</td>
<td>41,803</td>
<td>3.7%</td>
<td>63.4%</td>
</tr>
<tr>
<td>9</td>
<td>South Carolina</td>
<td>39,237</td>
<td>3.5%</td>
<td>66.9%</td>
</tr>
<tr>
<td>10</td>
<td>Colorado</td>
<td>35,012</td>
<td>3.1%</td>
<td>70.0%</td>
</tr>
<tr>
<td>11</td>
<td>Kentucky</td>
<td>32,247</td>
<td>2.8%</td>
<td>72.8%</td>
</tr>
<tr>
<td>12</td>
<td>Maryland</td>
<td>28,259</td>
<td>2.5%</td>
<td>75.3%</td>
</tr>
<tr>
<td>13</td>
<td>Kansas</td>
<td>21,507</td>
<td>1.9%</td>
<td>77.2%</td>
</tr>
<tr>
<td>14</td>
<td>Illinois</td>
<td>20,955</td>
<td>1.8%</td>
<td>79.1%</td>
</tr>
<tr>
<td>15</td>
<td>Oklahoma</td>
<td>20,807</td>
<td>1.8%</td>
<td>80.9%</td>
</tr>
<tr>
<td>16</td>
<td>New York</td>
<td>19,710</td>
<td>1.7%</td>
<td>82.6%</td>
</tr>
<tr>
<td>17</td>
<td>Arizona</td>
<td>18,850</td>
<td>1.7%</td>
<td>84.3%</td>
</tr>
<tr>
<td>18</td>
<td>Alaska</td>
<td>17,732</td>
<td>1.6%</td>
<td>85.9%</td>
</tr>
<tr>
<td>19</td>
<td>Missouri</td>
<td>16,908</td>
<td>1.5%</td>
<td>87.4%</td>
</tr>
<tr>
<td>20</td>
<td>Louisiana</td>
<td>14,419</td>
<td>1.3%</td>
<td>88.6%</td>
</tr>
<tr>
<td>21</td>
<td>New Mexico</td>
<td>12,523</td>
<td>1.1%</td>
<td>89.7%</td>
</tr>
<tr>
<td>22</td>
<td>Mississippi</td>
<td>12,076</td>
<td>1.1%</td>
<td>90.8%</td>
</tr>
<tr>
<td>23</td>
<td>Nevada</td>
<td>11,070</td>
<td>1.0%</td>
<td>91.8%</td>
</tr>
<tr>
<td>24</td>
<td>District of Columbia</td>
<td>8,108</td>
<td>0.7%</td>
<td>92.5%</td>
</tr>
<tr>
<td>25</td>
<td>Alabama</td>
<td>7,962</td>
<td>0.7%</td>
<td>93.2%</td>
</tr>
<tr>
<td>26</td>
<td>North Dakota</td>
<td>7,374</td>
<td>0.7%</td>
<td>93.8%</td>
</tr>
<tr>
<td>27</td>
<td>Ohio</td>
<td>6,558</td>
<td>0.6%</td>
<td>94.4%</td>
</tr>
<tr>
<td>28</td>
<td>Nebraska</td>
<td>6,270</td>
<td>0.6%</td>
<td>95.0%</td>
</tr>
<tr>
<td>29</td>
<td>New Jersey</td>
<td>6,103</td>
<td>0.5%</td>
<td>95.5%</td>
</tr>
<tr>
<td>30</td>
<td>Connecticut</td>
<td>5,547</td>
<td>0.5%</td>
<td>96.0%</td>
</tr>
<tr>
<td>31</td>
<td>Utah</td>
<td>4,277</td>
<td>0.4%</td>
<td>96.4%</td>
</tr>
<tr>
<td>32</td>
<td>Arkansas</td>
<td>3,531</td>
<td>0.3%</td>
<td>96.7%</td>
</tr>
<tr>
<td>33</td>
<td>Delaware</td>
<td>3,506</td>
<td>0.3%</td>
<td>97.0%</td>
</tr>
<tr>
<td>34</td>
<td>Idaho</td>
<td>3,477</td>
<td>0.3%</td>
<td>97.3%</td>
</tr>
<tr>
<td>35</td>
<td>South Dakota</td>
<td>3,413</td>
<td>0.3%</td>
<td>97.6%</td>
</tr>
<tr>
<td>36</td>
<td>Montana</td>
<td>3,303</td>
<td>0.3%</td>
<td>97.9%</td>
</tr>
<tr>
<td>37</td>
<td>Wyoming</td>
<td>3,196</td>
<td>0.3%</td>
<td>98.2%</td>
</tr>
<tr>
<td>38</td>
<td>Rhode Island</td>
<td>3,075</td>
<td>0.3%</td>
<td>98.5%</td>
</tr>
<tr>
<td>39</td>
<td>Pennsylvania</td>
<td>2,230</td>
<td>0.2%</td>
<td>98.7%</td>
</tr>
<tr>
<td>40</td>
<td>Massachusetts</td>
<td>2,123</td>
<td>0.2%</td>
<td>98.8%</td>
</tr>
<tr>
<td>41</td>
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<td>West Virginia</td>
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<td>99.5%</td>
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<tr>
<td>51</td>
<td>Maine</td>
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<td>99.5%</td>
</tr>
<tr>
<td></td>
<td>Unknown*</td>
<td>5,741</td>
<td>0.5%</td>
<td>100.0%</td>
</tr>
</tbody>
</table>

Total DoD in U.S. 1,132,833 100.0%

* Unknown includes Active Duty members located in the United States whose state information is unknown.

Note: Percentages may not total to 100 due to rounding.

Source: DODC Active Duty Military Personnel Master File (September 2018)
**Representation of States Among Enlisted Recruits, 2018**

Ratio of enlisted recruits to civilian 18–24 year olds

- **Underrepresented**
  - AK
  - WA
  - ID
  - MT
  - ND
  - MN
  - IL
  - WI
  - MI
  - NY
  - RI
  - ME
  - VT
  - NH
  - CA
  - UT
  - CO
  - NE
  - MO
  - KY
  - WV
  - VA
  - MD
  - DE
  - AZ
  - NM
  - KS
  - AR
  - TN
  - NC
  - SC
  - OK
  - LA
  - MS
  - AL
  - GA
  - TX
  - HI

- **Overrepresented**

Notes: Coast Guard data not available.

Source: Office of the Undersecretary of Defense.

**Number of Enlisted Recruits, 2018**

- **Number of recruits**
  - 0-2K
  - 2K-4K
  - 4K-6K
  - 6K or more

- **California** had the largest number of people enlist in the services, with 19,504 recruits.
- **Washington, DC** had the fewest recruits, at 93.
- At 18,670, Texas had the second-largest number of recruits.

Notes: Coast Guard data not available.

Source: Office of the Undersecretary of Defense.
Measuring Communities, Purdue University
https://measuringcommunities.org/map

Volusia County, Florida
Veteran Population by Sex and Age
- Total Veterans: 54,700
- Veteran Male: 50,871
- Veteran Female: 3,829
- Veteran 18-34: 2,735
- Veteran 35-54: 12,034
- Veteran 55-64: 12,581
- Veteran 65-74: 12,581
- Veteran 75 and over: 15,316

Demographics
Veteran Population by Sex and Age
- Total Veterans
  - 0
  - 1 - 499
  - 500 - 999
  - 1,000 - 2,499
  - 2,500 - 4,999
  - 5,000 - 24,999
How does service shape them?
Positive Results of Service

96% of veterans are proud of their service

74% believe their service helped them

90% say their service built confidence

93% of female veterans and 95% of male veterans feel service had a positive impact on their life
Armed Forces Officer: Characteristics of Officers

Commissioned due to: patriotism, valor, fidelity*, abilities

“Otherness” means:

● Integrity, good manners, sound judgment, discretion
● Exceptional and unremitting responsibility
● Discipline and unlimited liability

The Armed Forces have the characteristics of a:

● Guild (laws and customs)
● Covenant (give and get)
● Vocation (higher calling and sacrifice)
● Profession (expertise, service to society, corporateness, ethics, and ethos)
The Military’s Mission
Functions of the Force

- **Defend** – Ward off and minimize attack
- **Deter** – Prevent adversary from doing something
- **Compel** – Get someone to start or stop an action
- **Assert** – Prestige
- **Acquire** – Seize territories or resources
- **Stabilize** – Newest function
2018 National Defense Strategy

Domestic Mission:
Protect the American People, the Homeland, and the American Way of Life

• Secure U.S. borders and territories
  ○ Defend against WMD
  ○ Combat biothreats and pandemics
  ○ Strengthen border control and immigration policy

• Keep America safe in the Cyber Era
• Promote American resilience
• Assist with emergency disaster response

- Sustain Joint Force military advantages, both globally and in key regions
- Deter adversaries from aggression against our vital interests
- Enable U.S. interagency counterparts to advance U.S. influence and interests
- Maintain favorable regional balances of power in the Indo-Pacific, Europe, Middle East, and Western Hemisphere
- Pursue threats to their source – dismantle transnational criminal organizations

- Defend allies from military aggression and bolstering partners against coercion, and fairly share responsibilities for common defense
- Dissuade, prevent, or deter state adversaries and non-state actors from acquiring, proliferating, or using weapons of mass destruction
- Prevent terrorists from directing or supporting external operations against the United States homeland and its citizens, allies, and partners overseas
- Ensure common domains remain open and free
Context for National Defense Strategy

- Reemergence of strategic, long-term competition (China and Russia)
- Resilient but weakening post-WWII order
- Rogue regimes (N. Korea and Iran)
- Contested U.S. military advantage in every domain
  - We could generally deploy our forces when we wanted, assemble them where we wanted, and operate how we wanted
  - Today, every domain is contested—air, land, sea, space, and cyberspace
- Non-state actors are increasingly sophisticated
- Homeland is no longer a sanctuary
The Civil-Military Divide & its Consequences
“Most Americans know roughly as much about the U.S. military as they know about the surface of the moon. It’s not that Americans dislike the military…it’s just that we do not have a clue who is in it, what it does, what it costs those who join it, or what current U.S. policies cost us – as a nation or as a democracy.”

– Rosa Brooks
## Percentage of Eligible Citizens Who Served

<table>
<thead>
<tr>
<th>War</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>War of 1812</td>
<td>25%</td>
</tr>
<tr>
<td>Mexican War</td>
<td>10%</td>
</tr>
<tr>
<td>Civil War</td>
<td>90%</td>
</tr>
<tr>
<td>World War I</td>
<td>15-20%</td>
</tr>
<tr>
<td>World War II</td>
<td>50-60%</td>
</tr>
<tr>
<td>Today</td>
<td>2-3%</td>
</tr>
</tbody>
</table>
Veterans in Congress

75%

115th Congress
3 Iraq vets in Senate
27 Iraq vets in House

19%  17% Today

PEW RESEARCH CENTER
In 2014, approximately 83% of Army recruits had a close family member who had served in the military.

Diminishing Ties To Public

47% feel their local civilian community has limited awareness of, appreciation, understanding, support, and respect for military and veteran families.

Source: Blue Star Families, 2019 Military Family Lifestyle Survey

CIVILIAN-MILITARY DIVIDE

- 8% feel the general public understands their sacrifices
- 7% have no opinion*

- 12% feel the general public is aware of challenges military service places on families
- 7% have no opinion*

LOCAL COMMUNITY SUPPORT

- 40% do not feel a sense of belonging to their local civilian community
- 27% neutral*

Families want better engagement, communication, and understanding from local civilians.

Military spouses are least likely to feel employers in their local area are eager to hire military-affiliated employees; veterans are most likely to feel this way.
Consequences of Civil-Military Divide

● Fewer veteran policymakers undermines military & veteran support

● Lack of debate between the American people and their elected officials about the strategic rationale underpinning military operations overseas threatens to undermine the stability and cogency of U.S. foreign policy

● Researchers Christopher Gelpi and Peter Feaver have shown that policymakers without military experience are more likely to be interventionists
  ○ A lack of understanding of the missions or the stakes for real people can result in politicians using the military as a tool or prop

● Development of a “warrior caste” in American society
Civilian understanding of the military influences:

- **Military’s ability to recruit and retain personnel**
  
  “Showing normal life, meeting Soldiers, etc. will show people that the military allows you to serve with amazing people, learn leadership skills that will benefit you the rest of your life, and grow as a person in a way that few other professions allow.” - 2018 Army service member

- **Civilian schools’ ability to effectively support military students and families**
  
  “We live away from a base in a small town. Reintegration has been terrible for him because the school doesn’t get it [...] they just don’t understand our lifestyle as a reserve family.” - 2015 Reserve spouse

- **Civilian employers’ understanding of military spouse & veteran employment needs**
  
  “[P]ublic understanding is truly important in hiring veterans [...] I think most large businesses get it and put forth a helping hand with employment, but I’m not so sure about the small businesses’ understanding.” - 2018 Air Force spouse

- **Civilian physical & mental health providers' knowledge of military life issues**
  
  “Civilian mental health counselors have little experience with military members.” - 2016 Air Force spouse

- **Military families’ sense of belonging in their local civilian community & veteran families’ ability to transition into civilian life**
  
  “Military families go through a lot and to have the community not be empathetic makes the situation worse.” - 2018 Navy spouse
Americans Have Become “Triply Cynical”

1. Americans honor troops, but don’t think about them
2. They care about defense spending, but treat it as stimulus
3. They support strong defense, but assume dominance

Part II:

Issues Affecting Military Families &
What States Can Do to Help
Part II: Issues Affecting Military Families & What States Can Do to Help (20 min)

1. Financial Insecurity
2. Spouse Un/Underemployment
3. Child Care
4. Military Dependent Education
5. EFMP & Special Needs
6. Belonging - Military Cultural Competence
TELLING THE STORY

BLUE STAR FAMILIES

ANNUAL MILITARY FAMILY LIFESTYLE SURVEY

In collaboration with

IVMF
Institute for Veterans and Military Families
Syracuse University

For more information, visit bluestarfam.org/survey

LISTEN
Our Survey has a proven track record of elevating the voices of those who serve to the leaders and decision makers who can enhance their lives.

SHARE
We lead the field in launching conversations and fostering collaboration among different sectors, organizations, and institutions.

ACT
We translate our Survey's data into action for our military families—from implementing programs to increasing dialogue surrounding various challenges, informing legislative changes, and more.
Pain Points Poll Research

- Fielded a daily Pain Points Poll over the course of 2+ months
- 7,400+ respondents from active-duty, Reserve, National Guard, veteran, and civilian populations (to include military spouses)
- Shared and analyzed by 60 partners, including major nonprofits and leaders in the military services and DoD
- Raised key issues that became subjects of town hall meetings, news articles, and references in Congressional briefings; spurred policy changes
63% experience stress due to current financial situation.

TOP CONTRIBUTORS TO CURRENT FINANCIAL STRESS

- Un/Underemployment: 45%
- Out-of-pocket housing costs: 34%
- Out-of-pocket relocation costs: 34%
- Excessive credit card debt: 27%
- Out-of-pocket childcare costs: 24%

For more information, visit bluestarfm.org/survey
Food Insecurity

In our 2018 Military Family Lifestyle Survey, we found that:

● 7% of military family respondents and 12% of veteran family respondents indicated that someone in their household had faced food insecurity in the past year.
● 9% of military family respondents and 18% of veteran family respondents indicated that someone in their household had sought emergency food assistance through a food bank, food pantry, or charitable organization.

Recent Pentagon records show that during the 2018-2019 school year, one-third of military children at DoD-run schools in the U.S. were eligible for free or reduced-price lunch.

CMSI PPP: 6% usually used a free or reduced-price lunch program and became food insecure due to school closures.

For more information, visit bluestarfam.org/survey
What States Can Do to Help

Food Insecurity

• Develop promising practices for schools to continue to provide families with free and reduced-price meals during remote learning

For more information, visit bluestarfam.org/survey
24% of military spouses are unemployed (in labor force and actively seeking work in the past 4 weeks)

Post-pandemic spouse unemployment could reach upwards of 30%

For more information, visit bluestarfam.org/survey
77% of employed military spouses are underemployed.

Underemployment circumstances:
- Pay lower than education level: 42%
- Pay lower than work experience: 42%
- Overqualified for current position: 40%
- Pay lower than previous position: 31%
- Worked fewer hours than wanted: 25%

For more information, visit bluestarfam.org/survey
Hiring initiatives may not speak to military spouses as they do to veterans

<table>
<thead>
<tr>
<th></th>
<th>Military Spouses</th>
<th>Veterans</th>
</tr>
</thead>
<tbody>
<tr>
<td>Felt employers in their local area were <strong>not</strong> eager to hire military-affiliated individuals</td>
<td>40%</td>
<td>23%</td>
</tr>
<tr>
<td>Believed that employers in the local community <strong>would not</strong> accommodate the needs of military-affiliated employees</td>
<td>35%</td>
<td>22%</td>
</tr>
</tbody>
</table>

Military spouses want flexible work = flexible scheduling, remote/telework

*For more information, visit bluestarfam.org/survey*
What States Can Do to Help

Spouse Employment

• Incentivize private sector employers to initiate flexible work programs for military spouses
• Remove licensure barriers for military spouses
• Ensure state unemployment offices are equipped to answer FAQs re: military spouse unemployment, and that military spouses (particularly those transitioning from OCONUS) can apply online for benefits

For more information, visit bluestarfam.org/survey
CHILDCARE AFFORDABILITY IS A BARRIER FOR SERVICE MEMBERS

62% of female service members feel lack of childcare impacted their pursuit of education/employment.

51% of male service members feel lack of childcare impacted their pursuit of education/employment.

AFFORDABILITY OF CHILDCARE ISN'T JUST A FEMALE SERVICE MEMBER ISSUE

<table>
<thead>
<tr>
<th>Male Service Members</th>
<th>52% Difficulty Finding an Affordable Provider</th>
<th>35% Limited Childcare Availability</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female Service Members</td>
<td>48% Hours of Operation</td>
<td>48% Difficulty Finding an Affordable Provider</td>
</tr>
</tbody>
</table>

For more information, visit bluestarfam.org/survey
COVID-19 Has Exacerbated Child Care Accessibility

18% of military or civilian mission essential respondents with child care needs were unable to access the child care they required

6% of active-duty family respondents with child care needs indicated they could not use their command approved Family Care Plan (FCP)

Active Duty Family Respondents (Weeks 1-10)
What States Can Do to Help

**Child Care**

- Enact paid family leave policies for military family situations involving:
  
  (a) qualifying exigencies arising out of a family member being on active duty in a foreign country (or being notified of an impending call/order of active service in a foreign country);
  
  (b) caring for a family member who is a covered service member; and
  
  (c) caring for a family member with a serious health condition

- Work with local installations to explore innovative ways to expand child care capacity

- Encourage cities near military installations to explore DCIP funding to help increase child care capacity in child care deserts

*For more information, visit bluestarfam.org/survey*
MILITARY K-12 EDUCATION

11% are homeschooling

Of those who lived apart in the last five years, 32% lived apart due to child’s education

For more information, visit bluestarfam.org/survey
of families with oldest child eligible for K-12 experienced 2+ school transitions due to a military move

believe their child has a strong sense of belonging to the school

Opportunities to improve: (1) course and program placement, (2) welcoming practices, and (3) extracurricular participation within and outside of the Interstate Compact

Top training for schools: understanding impact of frequent moves on children

For more information, visit bluestarfam.org/survey
COVID-19 Has Increased K-12 Education Concerns

32% of military family respondents reported their child is supposed to transition to a new school this year (CMSI, Pain Points Poll, July 2020)

On average (question fielded weeks 8-10), at least 30% of respondents whose children will be transferring schools were “extremely concerned” about:

○ smooth transition into new school (including distance education)
○ addressing knowledge gaps that emerged due to non-traditional schooling
○ distance learning in a new location
○ registering child(ren) if schools are closed
○ obtaining documents needed to enroll child(ren) into a new school
What States Can Do to Help

K-12 Education

• Waive residency requirement for school enrollment for military dependents
• Ensure compliance with Interstate Compact on Educational Opportunity for Military Children
• Aid military families with school transitions (ex. A more robust school liaison officer (SLO) program to include easier access to the SLO and assistance for finding schools)
• Press federal government to fully fund Impact Aid

For more information, visit bluestarfam.org/survey
RELOCATION IS CHALLENGING FOR FAMILIES ENROLLED IN EXCEPTIONAL FAMILY MEMBER PROGRAM (EFMP)

40% cannot receive a referral and see a specialist in a reasonable amount of time after a relocation.

In an open-ended question, 9% bypassed the system or went without treatment due to difficulties in obtaining referrals.

For more information, visit bluestarfam.org/survey
Families of children with special needs don’t have resources they need

36% say community does not have all the resources their family needs

34% cannot find childcare that meets their needs

For more information, visit bluestarfam.org/survey
Impact of COVID-19 on Mental Health

8% of active-duty spouse and 11% of veteran family respondents reported they were unable to begin mental health care as a result of the crisis.

15% of active-duty families and 16% of veteran families reported they could not maintain continuity of care for mental health/behavioral health as a result of the crisis.
What States Can Do to Help

Mental Health

- Create interstate licensing flexibility for mental health and EFMP providers that serve military families

For more information, visit bluestarfam.org/survey
SENSE OF BELONGING IN LOCAL COMMUNITIES

40% do not feel a sense of belonging in their local civilian community

*Increased* perceived military family lifestyle cultural competency in the community

*Increased* sense of belonging in the community

For more information, visit bluestarfam.org/survey
What States Can Do to Help

Belonging

• Promote Military Family Cultural Competence within the government and among local community leaders
• Partner with MSOs & VSOs to better serve military and veteran communities
  ○ Blue Star Families is ready and able to support you in your efforts!

For more information, visit bluestarfam.org/survey
Blue Star Families Can Help By Providing State-Level Data

We can provide state-level aMFLS and PPP data cuts to inform policy-making efforts:

1. **Descriptive statistics**: to answer topical questions about state's military and veteran community members (e.g., military spouse and veteran employment, child care, school, community integration and belonging, health care, etc.)

2. **Qualitative summary report**: to understand the nuance descriptive statistics don’t convey regarding a topic of interest

3. **Primary themes and recommendations**: to translate data into understanding and understanding into effective action within the state

All reports include an analysis of the composition of the sample (descriptive statistics such as military affiliation, branch, gender, race, age, presence of children, heatmap of geographic location, etc.).

Contact [survey@bluestarfam.org](mailto:survey@bluestarfam.org) for more information!
Chapter-Level Data Cuts

Baltimore and the Chesapeake Region Results

Top 5 Issues Ranked (n=424)

- 52% Income instability
- 50% Medical expenses
- 48% Housing instability
- 47% Loss of self-employment
- 46% Loss of educational opportunities

Top Lifestyle Stressors (n=405)

- 50% Loss of military status
- 45% Loss of work stability
- 44% Loss of income
- 44% Loss of educational opportunities
- 43% Loss of educational opportunities

Military Family Stability

Work-life Balance

- 58% Feel current OIF/OEF resources will be enough
- 48% Feel current OIF/OEF resources will be enough

Relocation

- 53% Have received training on relocation (n=421)

Most Concerning Parts of Relocation (n=115)

- 58% Financial
- 54% Health

Financial Readiness

- 58% Experience stress due to current financial situation (n=400)

- 54% Say all local civilian community needs have access to safe and affordable housing (n=384)

Top Contributors to Current Financial Stress (n=200)

- 23% Housing costs
- 23% Medical costs

Military Community Services Requiring the Most Improvement (n=416)

- 54% Base housing

Overall Takeaways

Although the majority of respondents in the Baltimore/Chesapeake region are field or general grade officers themselves or are married to one, over half of respondents also report they are financially stressed, spouse unemployment, out-of-pocket housing costs, and out-of-pocket relocation costs exacerbate financial stress.

There is an opportunity for the Department of Defense to increase notice for hard orders to the Baltimore/Chesapeake region.

Schools in the Baltimore/Chesapeake region can better welcome military children, especially into extracurricular activities.

For more information, visit bluestarfam.org/survey
Baltimore and Chesapeake Region Results

489 Respondents
Including service members and military spouses
- 85% military spouses
- 50% are themselves or are married to field or general grade officers
- 91% female
- 24% caregivers

How Baltimore/Chesapeake compares:

**Strength:**
- 45% feel welcome in their local civilian community (n=360)
- 32% have no opinion (n=182)

**Call to Action:**
- 58% experience stress due to current financial situation (n=360)
- 53% received hard orders 2 months or less before relocating (n=463)

*Includes active-duty and veteran