

**Leveraging Military Cultural Nuances
to the Participant's Benefit**

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*Responsivity is most effective when it is
TAILORED to meet
the specific needs
of the individual.*

So who is the individual?

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The Reserve Component (RC)

- ▶ RC = Two National Guard Elements (Army & Air) and four reserve elements; USAR, USNR, USMCR and the USAFR.
- ▶ Reserves can be activated to duty by the Federal Government. National Guard can be called up by federal and state.
- ▶ There are approximately 702,920 Reserve and National Guard in service (.21% of pop.)



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.42% of the U.S. population serve on Active Duty status in military

.21% of the US Population serve in either Reserve or National Guard status

.63% of the US Population serve in either the Reserve or National guard

Less than 1% of the population of the United States is currently serving in the U.S. Armed Forces



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Characteristics of the US Armed Forces

- Army 36%, Navy 24%, Air Force 23%, Marine Corps 14% and Coast Guard 3%
- 83% are enlisted. 17% are officers.
- 17.5% are women and 82.5% are men.

- Native American or Other Pacific Islander: **1%**
- Multi-racial: **2.5%**
- Other/Unknown: **3.5%**
- American Indian or Alaska Native: **1%**
- Asian: **4.4%**
- Hispanic or Latino: **14%**
- Black or African American: **17%**
- White: **70.7%**

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- 71% of the total veteran population are women.
- 2% of the total veteran population are women.
- 16-24% of the total veteran population are women.

98% of the total veteran population are women.


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Gender Specific - Women Service Members

- DOD rescinded the exclusion of women from direct combat roles effective: 1 JAN 2016.
- Women comprise approximately:
 - 16% of the enlisted forces
 - 18% of the officer corps
 - 21% of the Active Duty Air Force
- 9.4% of the total veteran population are women.
- By 2045, women are projected to make up 18% of all living veterans.

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From 2005 – 2015 women veteran enrollment in VA health care increased 84%.

- In 2015, 23.4% of all women veterans were currently divorced compared with 12.6% of non-veteran women.
- Women veterans: Bachelor's degree or advanced degree = 34.5%.
- Non-veteran women: Bachelor's degree or advanced degree = 28.1%.

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There are unalterable principles and values that all service members follow. These include loyalty, selflessness, honor, integrity, duty and collective purpose.



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Loyalty

Understanding and appreciation of the Warrior Ethos

I, _____ do solemnly swear that I will support and defend the Constitution of the United States against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; and that I will obey the orders of the President of the United States and the orders of the officers appointed over me, according to regulations and the Uniform Code of Military Justice. So help me God.

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Involuntary Separation

Loyalty

1. A member may be separated for a pattern of disciplinary infractions, a pattern of misconduct, commission of a serious offense, or civilian conviction.
2. A member who has been referred to a rehabilitation program for personal drug and alcohol abuse may be separated for failure through inability or refusal to participate in, cooperate in, or successfully complete such a program.
3. A member may be discharged by reason of parenthood if it is determined by member, because of parental responsibilities, is unable to perform his or her duties satisfactorily or is unavailable for worldwide assignment or deployment.
4. A member may be separated for failure to meet Service weight control standards.
5. A member may be separated for harassment or violence against any Service member.

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Established Norms

- ▶ There is a hierarchy; there is rank.
- ▶ Each individual has a role and duty to perform.
- ▶ There are expectations.
- ▶ **There is responsibility.**
- ▶ **There is accountability.**
- ▶ Everything you do is in support of a mission; mission comes first.

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Building Upon the Warrior Ethos



Fixed Values

Service Members train to standard – not to time.

A service member trains as they would fight or/and perform their expected role.

They must maintain high standards of morale.

They must be disciplined.

They must contribute to the unit's cohesion.

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The team functions for the purpose of achieving a common goal. Any action that affirms this goal is lauded and reinforced.

You are expected to be especially proficient in your role; you are relying on others and others are relying on you.

No one is left behind

You are part of something greater than yourself.

Established Beliefs



Reinforcing Beliefs

Belonging

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Embedded Principles

- ✓ You will adapt, adjust and overcome.
- ✓ You will solve the problem and find a solution.
- ✓ Regardless of your position and rank, you are expected to be able to take charge if and when necessary.
- ✓ There is no such thing as an excuse.
- ✓ You will follow the orders of your superiors.
- ✓ You will place the needs of others ahead of your own.
- ✓ You do not practice blind obedience.
- ✓ You will never surrender.

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Combatant Commands



Our armed forces are located all over the world with 11 Combatant Commands

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The ingrained principles and values learned and practiced in the military (for example, loyalty, selfless service, honor, integrity and purpose) sometimes do not translate well when a person is no longer in the service.

- "I cannot ask for help."
- "I will solve the problem; there will be resolution!"
- "I am not weak like the others."
- "I will embrace this misery."
- "I will keep to myself."
- "What is my real purpose now?"

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| | |
|----------------------------|---|
| Established Norms | Work with the culture and not against it by being supportive! |
| Established Beliefs | |
| Fixed Values | |
| Embedded Principles | |
| Reinforcing Beliefs | |

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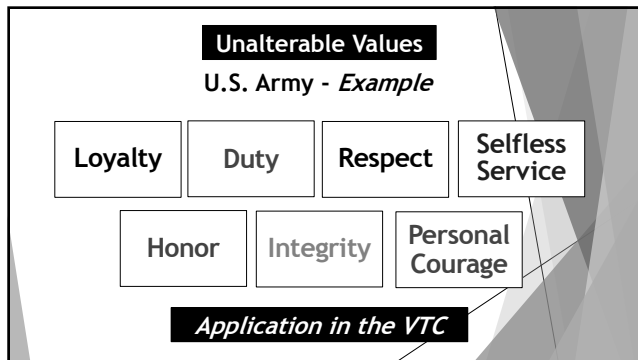
VTC INVOLVEMENT/Leveraging the culture
Recall Military Principles

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Core Military Principles

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|-------------|-------------|-------------------|
| Structure | Leadership | Competence |
| Common Good | Camaraderie | Self-reliance |

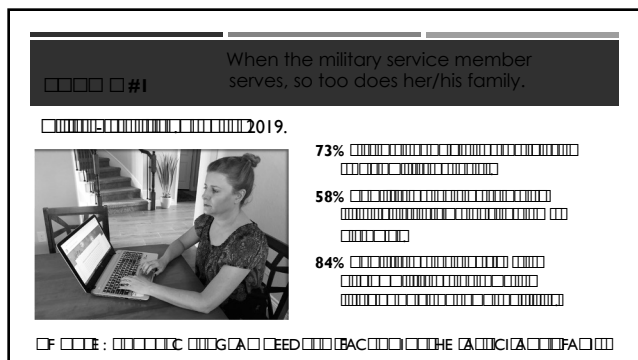
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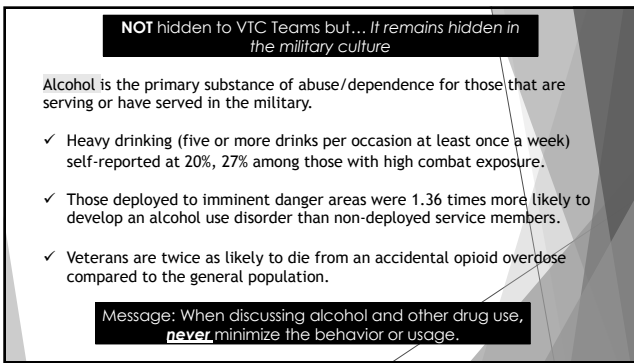
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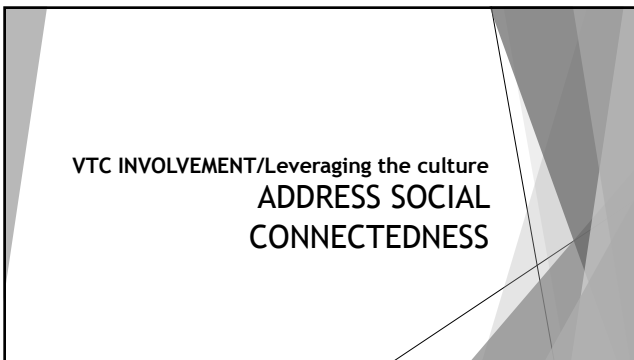
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A vital study pertaining to reintegration and belonging:

"The State of the American Veteran: The Chicagoland Veterans Study"

Kintzle, Sara; Rasheed, Janice M.; and Castro, Carl A., The State of the American Veteran: The Chicagoland Veterans Study, 2016.

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Belonging

"The State of the American Veteran: The Chicagoland Veterans Study"

- 45%**: Feel that their military skills and experience are often dismissed.
- 69%**: "Civilians do not understand the problems faced by veterans".
- 48%**: "I feel so distant from people."
- 48%**: "Even around people I know, I don't feel that I really belong."
- 41%**: "Even around my friends, there is no sense of sister/brotherhood."

Sample of 1,294 Social Connectedness

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Social Connectedness

- Veterans are 1½ times more likely to die by suicide than those who have not served.
- 18 veterans a day die by suicide.
- The Veterans Crisis Line/Military Crisis Line has answered over 2 million calls since it started in 2007:

Call: 800-273-8255 press #1
Online chat: veteranscrisisline.net/chat
Text: 838255

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Veteran Mentoring Component
"Leave no one behind"
 Social Connectedness

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Veteran Mentors' Role

- Coach
- Facilitator
- Advisor
- Sponsor
- Support

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Summary Remarks

- Anyone working with the JIV population needs to be knowledgeable about the plethora of issues and potential challenges that the population has encountered or may encounter.
- "Leveraging" military cultural aspects; to include values, morals, sense of purpose (and the like) will convey empathy and respect; more often than not, mutual trust will result. With trust comes openness.

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