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# About



Calm Seas is dedicated to changing the way Military and Law Enforcement engage in Mental Health treatment. For the last seven years Calm Seas has been training, teaching and researching Trauma, Addiction and Resiliency in these populations.



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Meet  
The

# PRESENTER

## **KIRAN MINER, LCSWR,CFRC**

**Regional Supervisor  
Calm Seas Hudson Valley**



Kiran Miner is a LCSWR in New York State and has her Masters Degree in Social Work from Columbia University Graduate School and her Bachelors degree from The State University of New York at Buffalo. She is a Certified First Responders Counselor through Academy Hour.

She is EMDR certified and has training in Critical Incident Stress Debriefings. Kiran has been working with Calm Seas Psychotherapy since 2017 as a clinician and regional supervisor of the Hudson Valley Location.

Kiran uses a strong CBT approach. She specializes in trauma, PTSD, anxiety and depression issues. She works specifically with military personnel and veterans, Police, First Responders and their families including children.

## **HOLIDAY LIU**

MSW Candidate

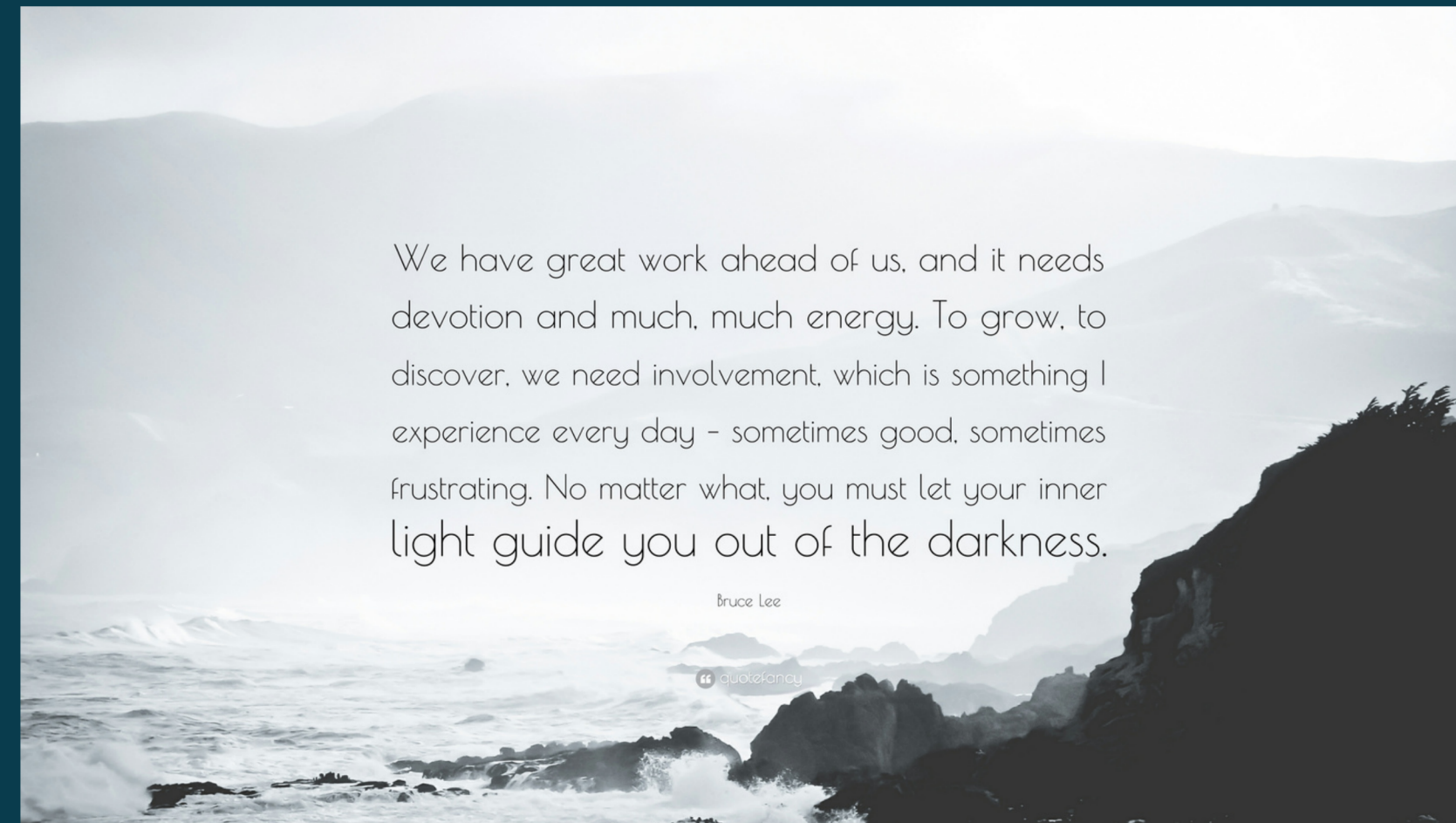
*Special Thanks  
to our Research Assistants*

## **ANDREW XIE**

MSW Candidate

# VISUALIZATION

## Meditation





*"Diplomacy is listening to what the other guy needs. Preserving your own position, but listening to the other guy. You have to develop relationships with other people so when the tough times come, you can work together." - Colin Powell*

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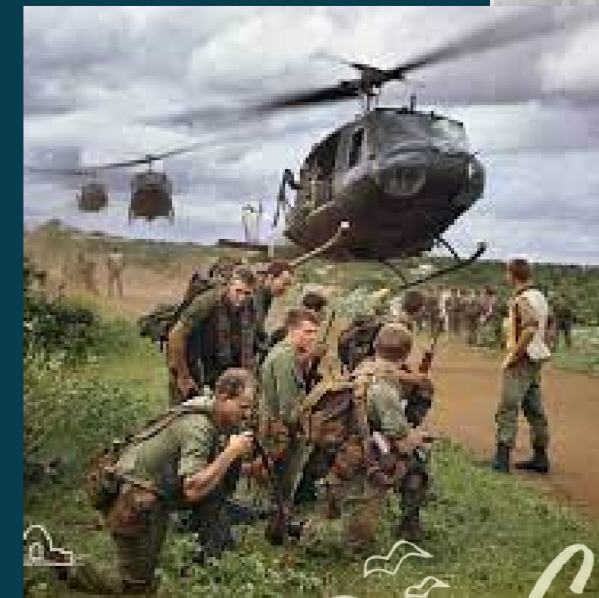
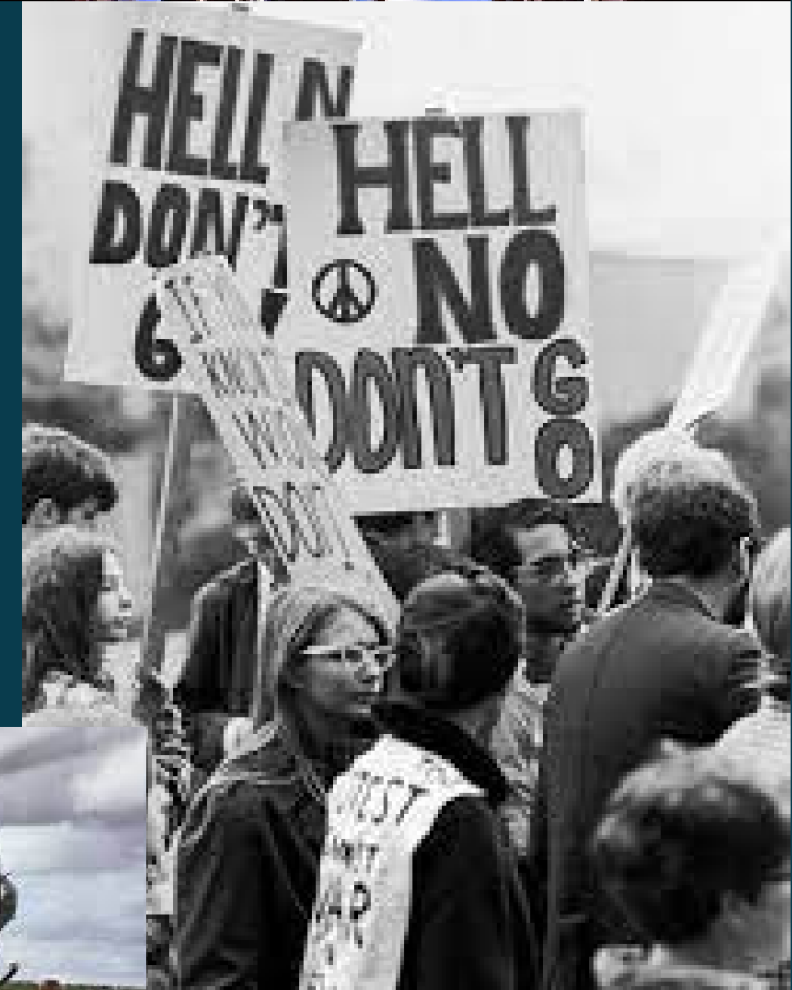




POW from Vietnam and Vietnam Vets returned to a hostile environment and were exposed to harmful chemicals that affected their health.

They returned with PTSD and developed addiction issues that affected their lives, health and ability to reintegrate into society. The politics around Vietnam and the protests around it affected how people responded to the VETS on their return and created a bias.

It was the only war the USA did not win. This is not so different from the bias and political environment of today.

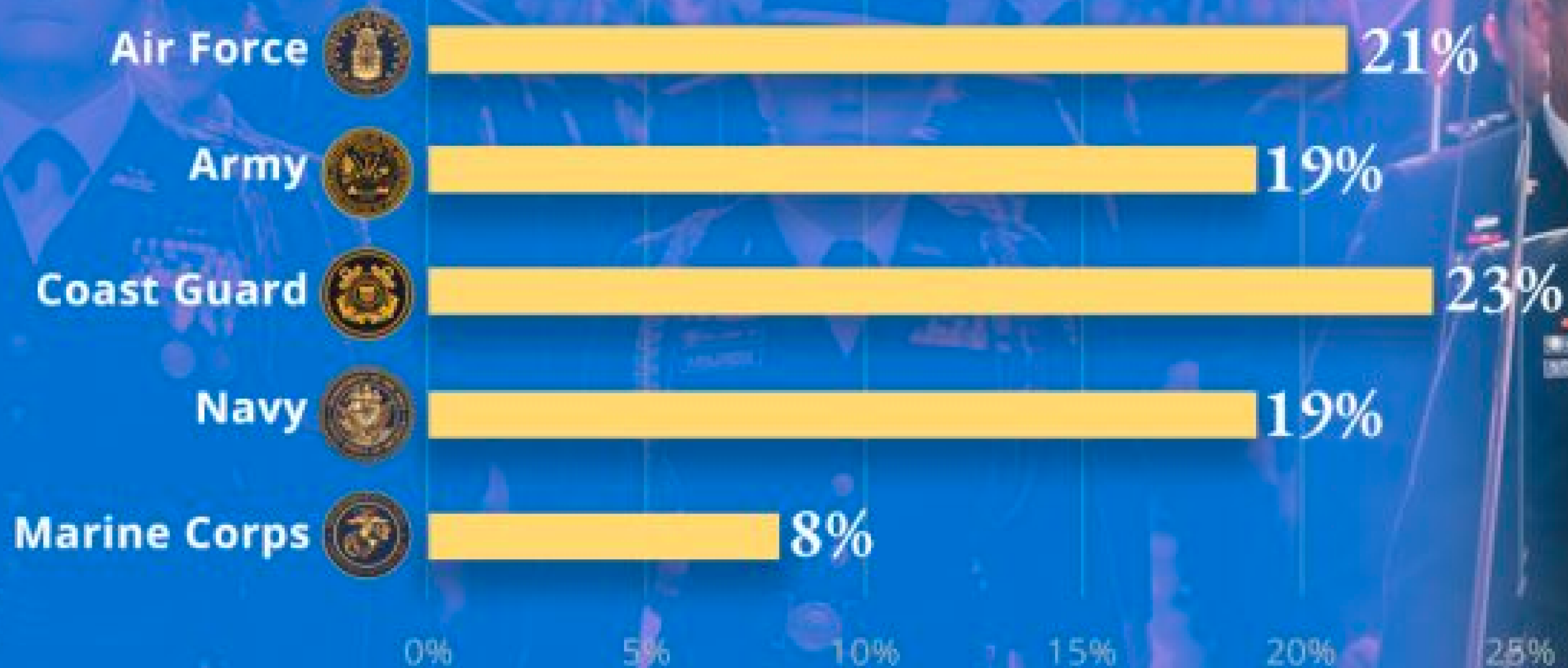


# THE ARMY



- Minority representation is higher among female recruits than among male recruits across all services.
- The proportion of black women among Army recruits is much higher than in the civilian labor force.

# Female Officers in the U.S. Armed Services







## WOMEN IN THE MILITARY

- **General Ann E. Dunwoody**, former commanding general of the Army Materiel Command, was the first woman in the U.S. military to achieve the rank of four-star in 2008 (top left).
- **Lori Robinson** was the first woman to lead a combat command and the first female instructor at the U.S. Air Force Fighter Weapons School. She served as commander of U.S. Northern Command and North American Aerospace Defense Command during the North Korean crisis of 2017 (bottom left).
- A National Guard soldier became the first woman to complete a Special Operations training course and join an operational team since that became possible with the 2015 lifting of the combat ban. She is also the first female graduate of the modern Special Forces Qualification Course. She will join the Green Berets, an elite Army unit with specialized training responsible for sensitive overseas missions.



## WOMEN IN THE MILITARY

- During World War I, about 33,000 women served in the Army and Navy in the nursing service and as support staff.
- During World War II, 350,000 women served in the Women's Army Corps and the Navy's Women Accepted for Volunteer Emergency Service.
- President Harry Truman signed the Women's Armed Services Integration Act on June 12, 1948. The law enabled women to become full members of the armed services, not just in times of war. However, Section 502 of the act limited their service by excluding them from aircraft and vessels of the Navy that might engage in combat. It wasn't until 2015 that women were able to serve in all aspects, including combat roles.
- Gender discrimination in the military can be seen in the widespread lack of access to childcare. If there is a lack of childcare services, it is typically women who then take on that role as opposed to men. Servicewomen face additional challenges in advancing in military rank, as evidenced by men's relative dominance in high-paying positions. In 2020, there were 76,293 male officers in the U.S. Army compared to 16,987 female officers. In the Marine Corps, there was an even greater disparity, with 19,603 male officers and only 1,847 female officers. Sexual harassment happens at an alarmingly high rate in the military, with more than half of servicewomen saying that they've been insulted or made sexual advances on because of their gender.



# Trivia



WHAT SHOW HAD THE FIRST  
FEMALE MAJOR?



WHO WAS THE  
FIRST FEMALE FIRST OFFICER  
EVER CASTED?



WHAT WAS THE NICKNAME  
GIVEN TO THE CHARACTER?

# Trivia



WHAT SHOW HAD THE FIRST FEMALE MAJOR?

M\*A\*S\*H



WHO WAS THE FIRST FEMALE 1ST OFFICER EVER CASTED?

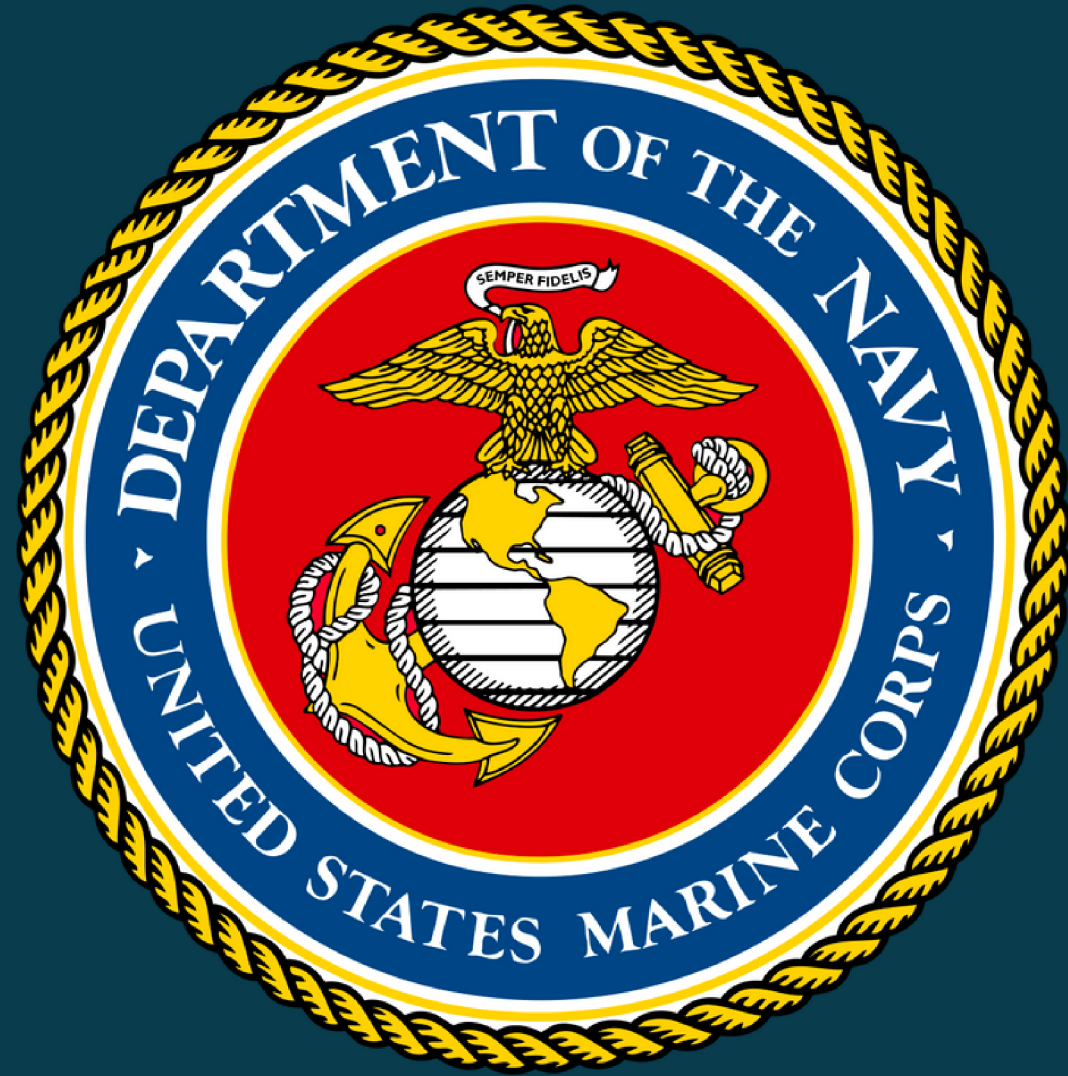
Majel Barrett, in "The Cage", the initial 1965 pilot episode of the original series of Star Trek.



WHAT WAS THE NICKNAME GIVEN TO LORETTA SWIT'S CHARACTER?

"Hot Lips" Houlihan was given as a nickname to the character after a brief tryst with another character

# MARINE CORPS



- Black men and women are underrepresented among Marine Corps recruits.
- The Marine Corps is the only service in which Hispanic men and women are overrepresented among recruits.

## PROMOTION AND RETENTION IN THE MILITARY



- Several studies have noted that female officers are more likely than male officers to separate from the service. For example, Asch, Miller, and Malchiodi (2012) showed that female officer retention was lower than male retention across all military services.
- At the same time, white, Hispanic, and other women were less likely to be promoted to the significant O-4 milestone, which was also affected by retention up to the pay grade of O-4.
- Officers who complete a lateral transfer are more likely to be retained for 10 YOS and to be promoted to O-4. 10-Year-Retention rates are lower for Hispanics than for non-Hispanics.
- There is an underrepresentation of women and of racial/ethnic minorities among senior military officers. As military pay grade increases, the proportions of women, blacks, Asians, Hispanics, and other races decrease.
- If a woman displays a commanding presence, she is likely to be judged and viewed as unlikable or overly assertive. Conversely, displaying "feminine" traits (kindness, caring, and support) loses her respect as a leader.
- These assumptions carry over to where women are drastically underrepresented in leadership positions. These gender stereotypes undermine the leadership capabilities of women and perpetuate the disqualification of servicewomen from higher-paying positions under false preconceptions of their characters.
- When a woman does obtain a leadership position, she is pressured to adapt her leadership style to be more in alignment with that of a traditional male leader. This is due to the incongruence between female qualities and the male-dominated environment. Women who actively seek leadership roles despite these obstacles are working to change the status quo for all servicewomen.



## THE NAVY

The number of eligible officers in the three "control grades" of O-4 through O-6 shows that minority groups remain underrepresented, which affects the numbers of underrepresented groups in the Flag Officer ranks.



## THE COAST GUARD

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



## THE AIR FORCE

An Air Force Inspector General Independent Review identified disparity in racial percentages of service personnel in regards to apprehensions, criminal investigations, military justice, administrative separations, placement into occupational career fields, certain promotion rates, officer and civilian professional military educational development and some leadership opportunities.



# Trivia

"Semper Supra"

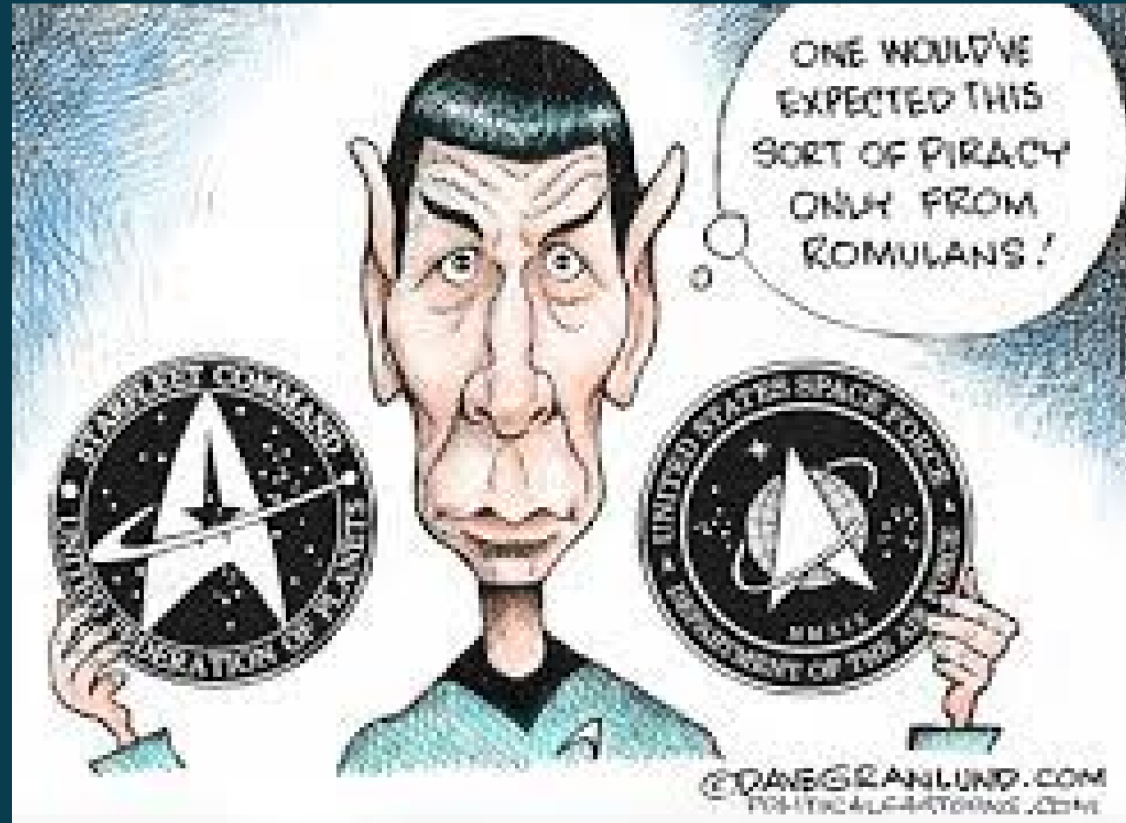


## TRIVIA QUESTION

What is the newest branch to the military service when did it gain its independence?

(Hint: It is the sixth branch of the US military...It has a motto of ...)

# Trivia "Semper Supra" Always Above



While the United States Space Force gained its independence on 20 December 2019, the history of the United States Space Force can be traced back to the beginnings of the military space program following the conclusion of the Second World War in 1945. Early military space development was begun within the United States Army Air Forces by General Henry H. Arnold, who identified space as a crucial military arena decades before the first spaceflight. Gaining its independence from the Army on 18 September 1947, the United States Air Force began development of military space and ballistic missile programs, while also competing with the United States Army and United States Navy for the space mission.

# Trivia



WHO WAS THE FIRST  
MINORITY IN A LEAD ROLE?

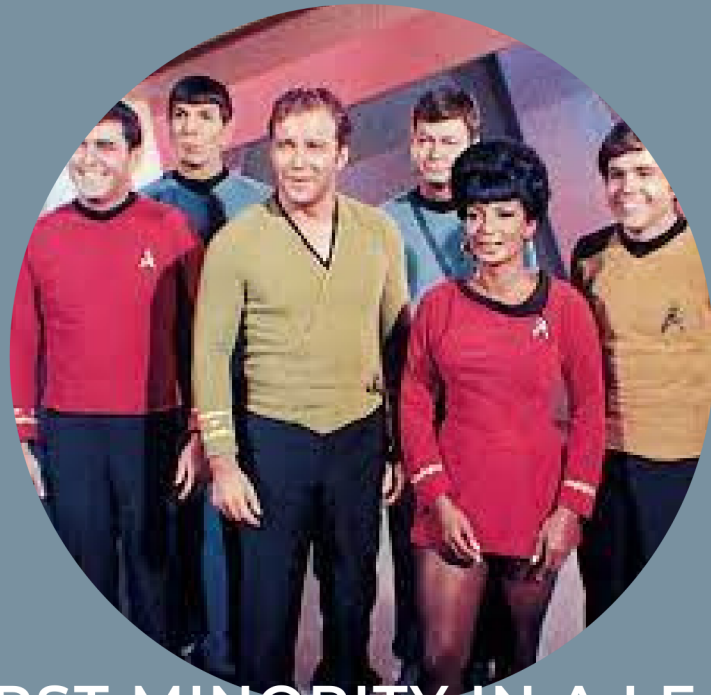


WHAT SHOW HAD THE  
INTERRACIAL KISS ON  
NETWORK TV SERIES?



THIS PILOT WAS PULLED AND  
RECAST DUE TO THE VIEW OF  
NOT WANTING A FEMALE AS  
SECOND IN COMMAND, WHICH  
SHOW WAS IT?

# Trivia



FIRST MINORITY IN A LEAD  
ROLE

Lieutenant Uhura was the first person of color on a network TV series in a lead role as a bridge crew officer



INTERRACIAL KISS ON  
NETWORK TV

Social issues were a forefront of the series and this was the first interracial kiss



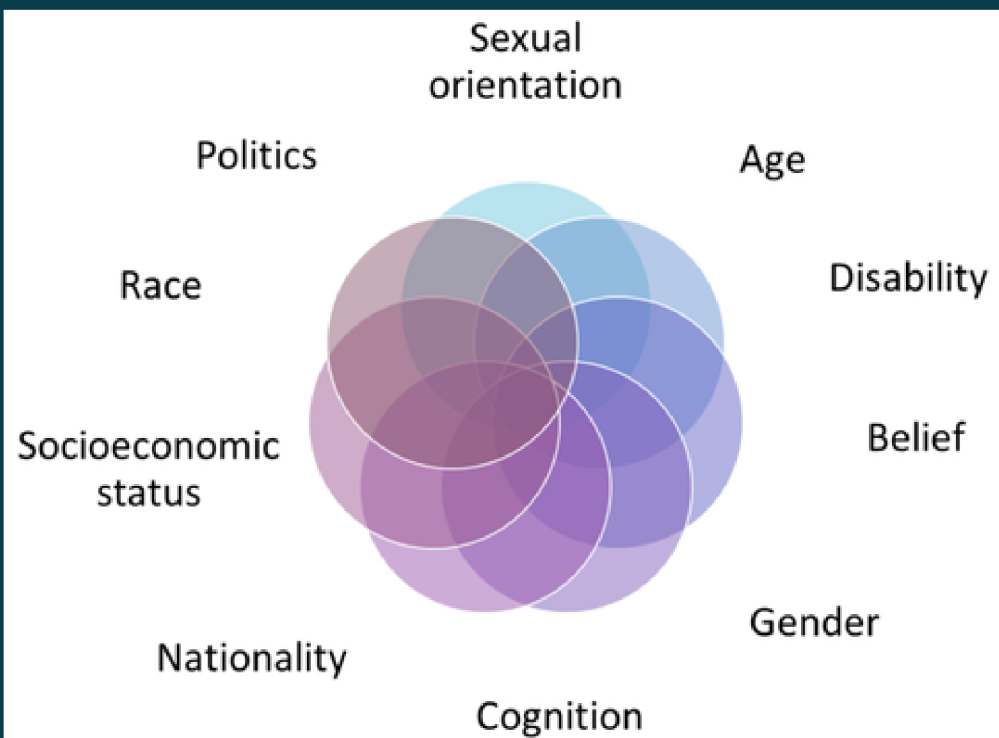
ORIGINAL PILOT EPISODE

This pilot was pulled and recast due to the view of not wanting a female as second in command



## ISM'S IN THE MILITARY

- **Ageism:** Across the board of all military services, the largest age group is 25–34 years old, and from 17–34 years old, over 50% of all officer service members across the board. This rises to more than 70% of those enlisted between the ages of 17 and 34, with the 17–24 age group accounting for 40% in four of the five branches.
- **Classism:** 81% of the recruits come from middle class economic households the majority under 100K annual income. The lowest percent of recruits come from income households of over 100k annually and then the poor class of under 41,691 annual household incomes.
- **Geographic representation:** South Carolina had the highest representation ratio, at 1.5, meaning it contributed 50 percent more than its share of the country's eighteen-to twenty-four-year-old population. Florida, Hawaii, Georgia, and Alabama round out the top five. On the other end of the spectrum—jurisdictions that contribute fewer recruits than their share of eighteen-to twenty-four-year-olds , or those with ratios of less than 1.0—are Washington, DC, North Dakota, Massachusetts, Utah, and Rhode Island.
- **Intersecting forms of discrimination**





## DIVERSITY IN THE MILITARY-SOME FACTS;

- Nearly half of active-duty (46%) family respondents of color report having considered racial/ethnic discrimination in their installation ranking decisions.
- 42% of active-duty family respondents of color consider concerns about safety due to their (or their family's) racial or ethnic identity.



- One in every three active-duty (33%) and veteran (34%) family respondents of color report considering racial/ethnic discrimination in family discussions about whether or not to stay in the military.
- One in three active-duty family respondents of color report experiencing at least one incident of being threatened or harassed in their local civilian (33%) or military (29%) community since January 2020.

# Trivia



BENJAMIN O DAVIS SR.

On Oct. 25, 1940, Davis became the first African American to hold star rank in the U.S. Army and in the armed forces



MARCELINO SERVA

An immigrant from Mexico, Marcelino's bravery in WWI made him the first Hispanic American to receive the Distinguished Service Cross.



SUSAN AHN CUDDY

Daughter of First Married Korean Couple to Immigrate to the US. First Asian American Woman to Enlist in the Navy. First female gunnery officer.





## LGBTQ COMMUNITY IN THE ARMED FORCES

in the early 1940s, homosexuality was classified as a mental illness-disqualifying gay men and lesbians from service.

Before 1982, same-sex relations were criminalized and cause for discharge.

In 1982, the military enacted a policy explicitly banning gay men and lesbians from their ranks.



## 1993

The “Don’t Ask, Don’t Tell” policy went into effect allowing closeted LGBTQ people to serve in the military. Under the policy, service members would not be asked about their sexual orientation, but would be discharged for disclosing it.



**2011**

Congress repealed the policy, allowing openly gay, lesbian and bisexual people to serve in the military.

**2013**

Spousal and family benefits were extended to same-sex married partners in the military.



**2021**

The ban was lifted on people who are transgender; allowing those who don't identify with their biological gender to enlist and serve in the armed forces.

However, the military does not keep demographics on sexual orientation and cultural identity in a way that would accurately represent the diverse groups and thus, statistics on such are not readily available as of yet.

# Trivia



FRANK KAMANAY

One of the Founding Fathers of the modern gay rights movement, Frank Kameny enlisted in the Army in 1943, serving in Europe throughout World War II.



HARVEY MILK

One of the first openly gay elected officials, Harvey also served in the Korean war at the rank of lieutenant



GEORGE TAKEI

It wasn't until 2005 that George Takei came out as Gay as a statement of the vetoing of a same-sex bill in California



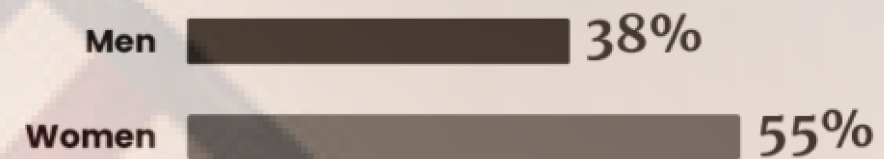
Nearly

1 in 4

women in the military report being sexually assaulted.



### Percentage of Veterans Experiencing Sexual Harassment While Serving



**HP** Hill & Ponton  
Disability Attorneys

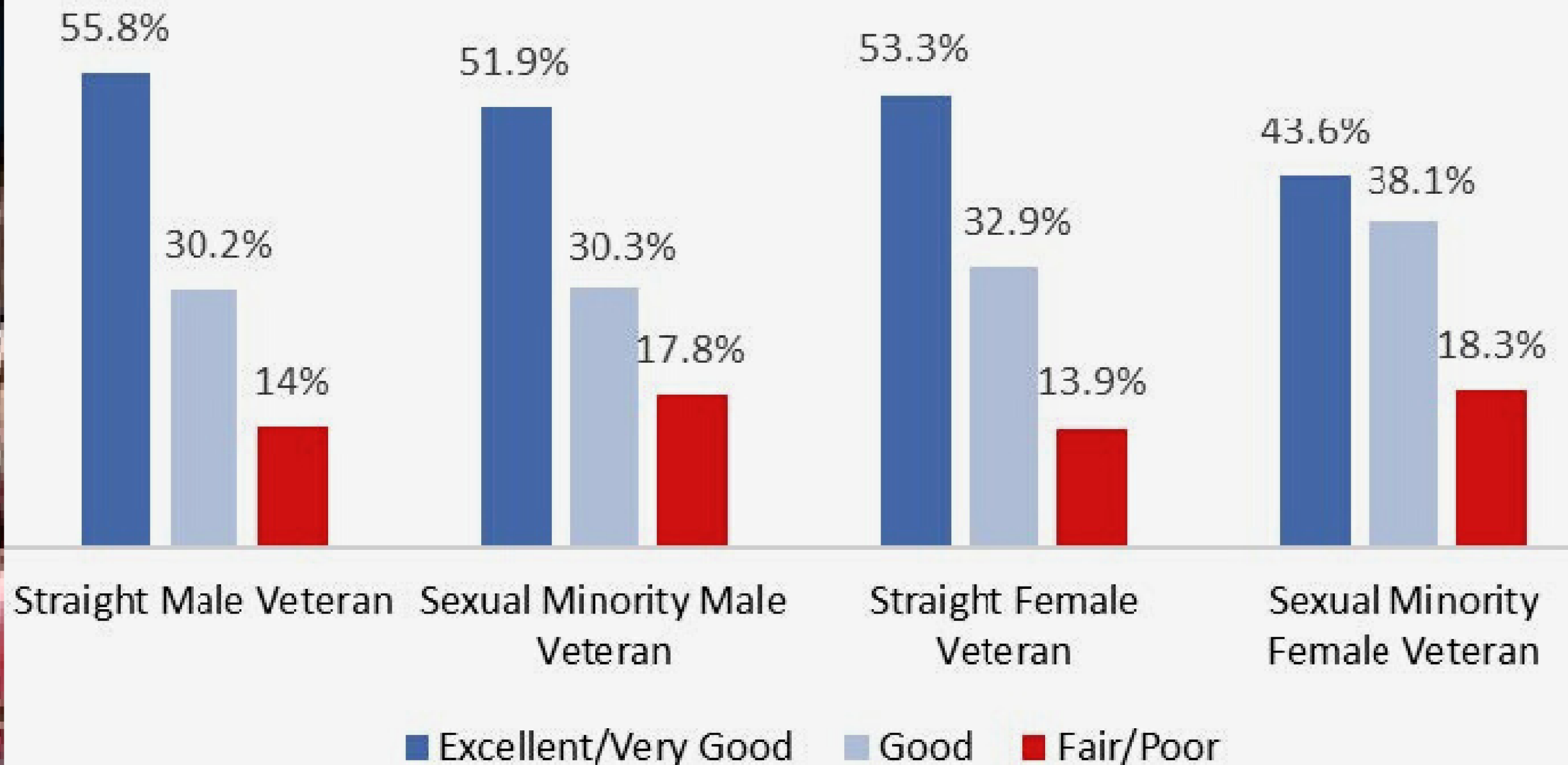
- Twenty-three percent of female veterans reported sexual assault while serving in the military.
- While serving in the military, 55% of female veterans and 38% of male veterans experienced sexual harassment.
- Stereotypes say that most survivors of sexual assault are women, but more than half of veterans with sexual trauma from the military are men.
- Sexual harassment and assault trauma can be just as devastating to veterans as combat trauma, and prevention is a stated priority for the US Department of Defense. Also, VA health care centers often have services for veterans who were sexually assaulted while they were in the military.



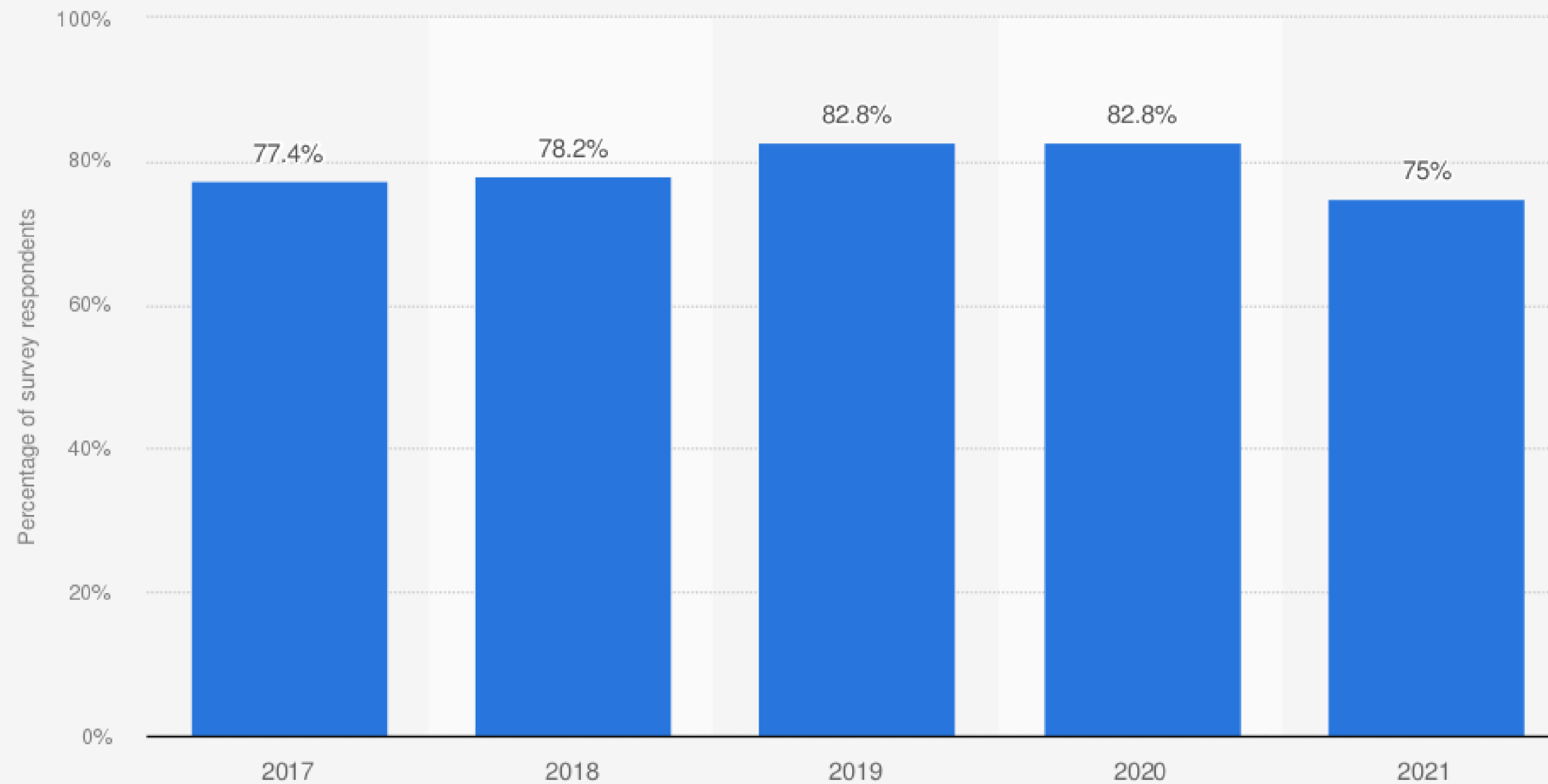
## 2018 HEALTH RELATED BEHAVIORS SURVEY-IN BRIEF

- About half of active component members reported recent angry or aggressive behaviors.
- About one-tenth indicated experiencing unwanted sexual contact since joining the military, with nearly one-third of women indicating that they had experienced unwanted sexual contact. About 1 in 20 active military members said they were physically attacked while they were in the military.
- About one in 12 active component members reported having thoughts of suicide in the past year, a figure nearly twice as high as that in the general population.

## Respondent-Assessed Health Status



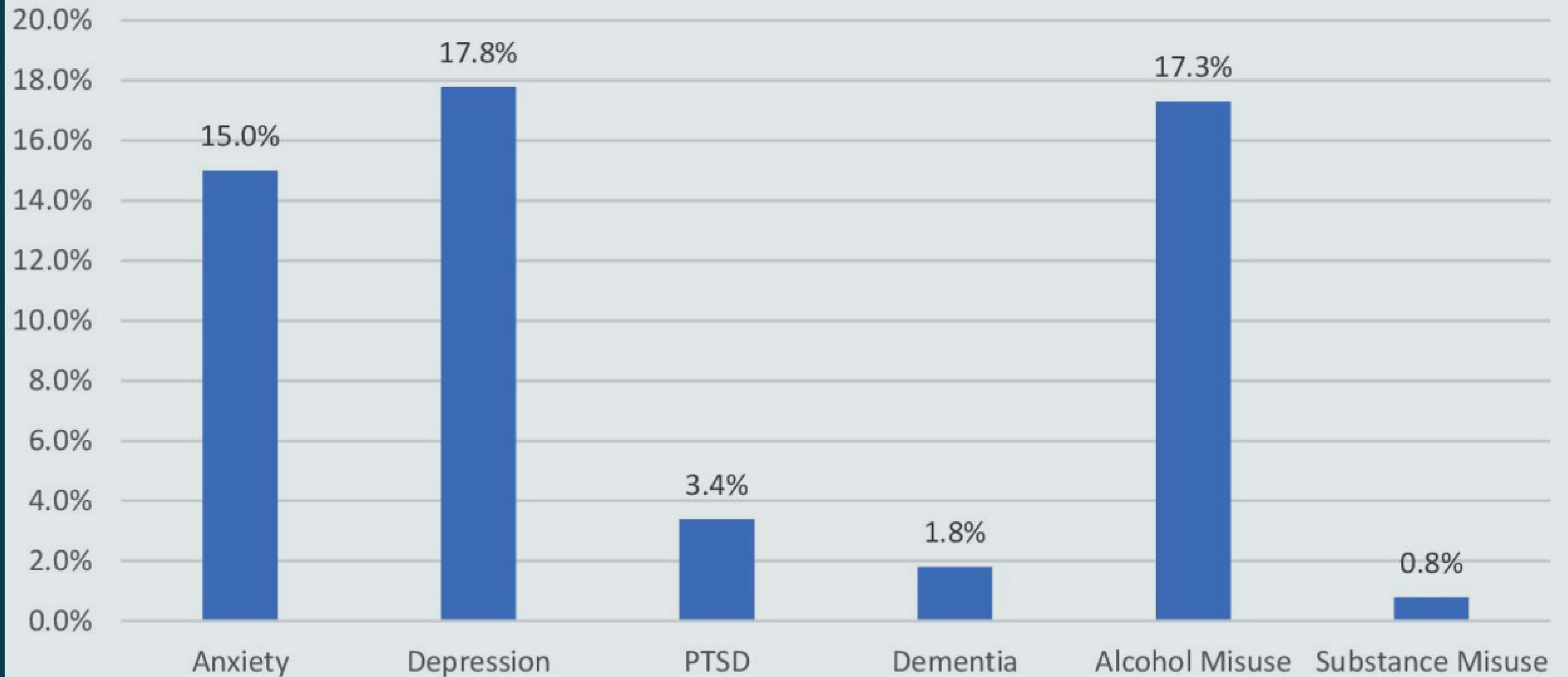
### Percentage of U.S. veteran and active service respondents experiencing post-traumatic stress disorder (PTSD) as a result of military service after 9/11 from 2017 to 2021\*



Sources  
WWP; AP-NORC  
© Statista 2022

Additional Information:  
United States; AP-NORC; 2017 to 2021; Online survey

## Percentage of Each Disorder within the Veteran Population





# CBT in Everyday Life

- How we think gives direction to how we feel which in turn influences our actions. Our thinking, emotions and behavior are closely interrelated. There is already enough stress in the world without adding to it unnecessarily.
- Stress is tied to many medical conditions. It impacts the immune response, it causes stomach unease, it makes our hearts beat faster, it raises blood pressure, just to name a few.
- Feelings of tension, frustration and annoyance are fed by unhelpful thoughts. The thoughts and feelings we experience can feed each other and spiral downward. This can lead to negative behavior such as creating a narrative in our head or assumptions about others that is negative.
- If people focus on their differences they create that bias and that in turn creates changes in how we think, feel and act toward someone. Cognitive restructuring techniques can help take back control of our assumptions and bias in rewriting the narrative.
- We have a choice in this. We can look at similarities and connections or we can focus on our differences and widen the rift.



3rd Special

CAN THE  
REAL YOU  
PLEASE  
STAND UP

**WILL ALL THE  
HUMANS PLEASE  
STAND UP!**

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# Similarities vs differences

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- How many people did not get enough sleep last night?
- Who is a son or daughter (remain standing) If anyone sits I will assume you are a different species.  
Look around the room
- How many people have things they do outside work? (hobbies, volunteer)
- How many people are part of more than one cultural heritage/ethnicity?
- How many people have family traditions, (religious, spiritual or otherwise) they follow or practice ?
- How many people know someone who experienced a workplace sexual harassment or sexual assault?
- How many people know someone who have experienced mental health or addiction?
- How many people know someone who is a part of a LGBTQ+ community?
- Were you surprised to see how many things people can have in common?

# Identity wheel

Identify social identities and reflect on the various ways those identities become visible or more keenly felt at different times, and how those identities impact the ways others perceive or treat you or you treat or perceive others.



# Organizational and Personal Change

## CREATE URGENCY

Be aware of the need and urgency for change

## CREATE COALITION

Be a part that manages all efforts and encourages the others to cooperate and take a constructive approach.

## CREATE VISION

Be a part of a clear vision can help support change and acceptance.

## COMMUNICATE THE VISION.

Be a part of creating support and acceptance in how you communicate this to others.

# Organizational and Personal Change

## REMOVE OBSTACLES

Be the implimator and not the obstacle.  
Organizations will eventually Remove obstacles, you might not want to be one.

## CREATE SHORT TERM WINS

Acknowledging and rewarding people in how you interact gets more wins

## BE PART OF A SOLUTION

Change must be driven into the overall corporate culture, be a part of this or be part of the problem

## ANCHOR CHANGE

Change does not come about by itself. Values and standards must agree with the new vision to anchor change in a person and a organization

“

**IF YOU SEE INEQUALITY AS  
A “THEM” PROBLEM OR  
“UNFORTUNATE OTHER”  
PROBLEM, THAT IS A PROBLEM.**

**Kimberlé Crenshaw,**

Lawyer, civil rights advocate and intersectional feminist



Photo: Mohamed Eladame, CC-BY-SA-4.0

**MAYA ANGELOU**

Prejudice is a burden that confuses the past,  
threatens the future,  
and renders the present inaccessible.

**TONI MORRISON**

There is no such thing as race. None.  
There is just a human race —  
scientifically, anthropologically.

**There is no such thing  
as single-issue struggle  
because we do not live  
single-issue lives.**

**—Audre Lorde**



## IN CLOSING



It is clear these issues of racial and sexual discrimination have changed over the years and that there is room for further improvement in the military branches. It is also clear this impacts the health and safety of people in the military Service.



Ask yourself...

If it were you going into combat who would you want next to you..?

Someone you trust, that has honor, integrity and loyalty, someone who will treat you and your family with dignity. That is not something specific to race, religion, sex, etc.



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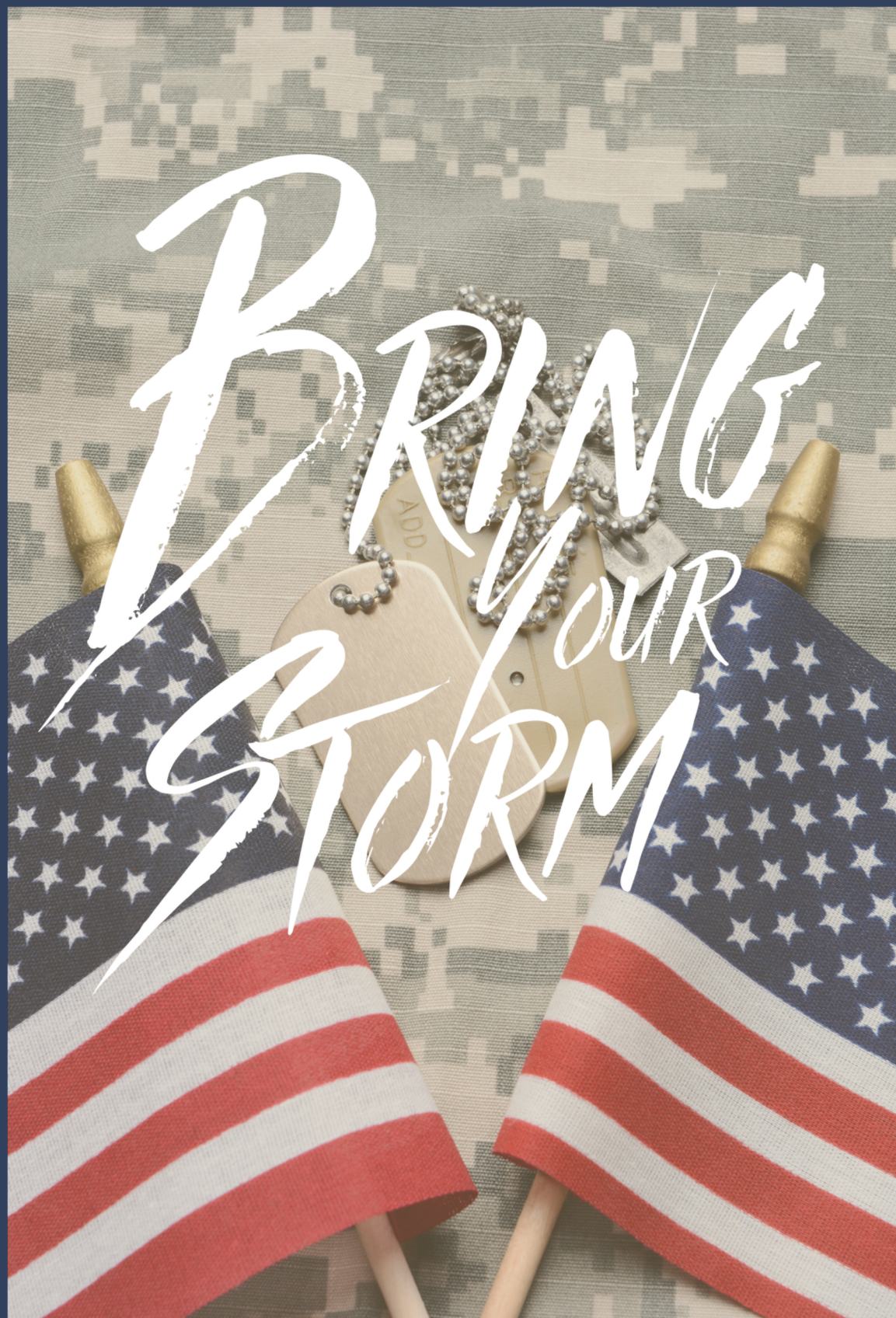
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