SR2 Welcomes Helis as First Director

Dr. James Helis became the first Director of the newly formed SHARP, Ready and Resilient Directorate on March 3. The SR2 Directorate was formed in late 2018 with the merger of the HQDA's SHARP and Army Resiliency Directorates.

Dr. Helis was commissioned as an Infantry Officer when he graduated from the United States Military Academy in 1979. Key assignments in his 30-year career include the 82nd Airborne Division, Joint Task Force Bravo in Honduras, and the Department of Peacekeeping Operations at the United Nations Headquarters in New York. He commanded the 1st Battalion, 28th Infantry Regiment and the U.S. Army Columbia Recruiting Battalion. His final assignment was as the Chairman, Department of National Security and Strategy at the

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SAAPM 2019: Army, Service Academies Continue Fight Against Sexual Assault

Staff Report by SR2 Strategic Communications and ARNEWS

Throughout April the Army participated in a series of events to observe this year's Sexual Assault Awareness and Prevention Month (SAAPM). Activities included the first annual National Discussion on Sexual Assault and Sexual Harassment at America's Colleges, Universities, and Service Academies, April 4-5, co-hosted by Secretary of the Army Mark T. Esper, along with the Navy and Air Force secretaries, and the Army's SAAPM Recognition Ceremony April 23 at the Pentagon.

Esper, Army Chief of Staff Gen. Mark A. Milley and Sgt. Maj. of the Army Daniel A. Dailey traveled to the Naval Academy's campus for the National Discussion where they met with service colleagues and took part in the national effort to reduce sexual assault and harassment at colleges across the country, and at the Service Academies.

More than 300 administrators and professors, representing 120 universities and academic institutions, attended the two-day conference in Annapolis, Md., and engaged in discussions on how to prevent sexual assault. The SAAPM Recognition Ceremony at the Pentagon highlighted the ongoing efforts of Army personnel to raise awareness, educate the military community on the prevention of sexual violence, and provide essential support to survivors. Dr. Alicia Case was recognized as the 2019 Exceptional Sexual Assault Response Coordinator of the Year. Case set up the first U.S. Army Corps of Engineers (USACE) disaster area SHARP office to provide on-site support to Soldiers, civilians and FEMA workers responding to the aftermath of Hurricane Maria in Puerto Rico. Also recognized at the ceremony were

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Air Assault Hopefuls Get Mental Skills Training
FORT CARSON, Colo.—Master Resilience Trainers-Performance Experts (MRT-PEs) prepared Soldiers from the 2-77 Field Artillery, 2nd Infantry Brigade Combat Team, 4th Infantry Division to attend Air Assault School. Candidates received 12 sessions in mental skills training throughout November. Classroom sessions focused on theories and concepts of mental performance. Skills such as task focus and deliberate breathing were coached and reinforced during PT and obstacle course sessions.

Pilot Seminar Teaches Resilience to Enlisted Nominative Spouses
ARMY WAR COLLEGE, Pa.—MRT-PEs led three workshops teaching resilience and performance skills to the spouses who took part in the Pilot Nominative Spouses Seminar (NSS), led by Mrs. Holly Dailey, wife of Sgt. Maj. of the Army Daniel A. Dailey.

The workshop promotes Total Force Readiness by preparing nominative sergeants’ major spouses for the challenges of informal leadership roles at the senior executive level. The spouses learned to build and enhance knowledge, skills and attributes essential for making a positive impact on the Army mission and Families. The NSS is the first course to formalize training for nominative enlisted spouses.

MSL-C Integrates Performance Skills Training for Leaders
FORT BENNING, Ga.—The R2 Performance Center conducted a physical and mental obstacle course for senior leaders in the Maneuver Senior Leader Course (MSL-C) at the Henry Caro Noncommissioned Officer Academy Feb. 13.

The training targeted specific components of leadership and the Soldiers and leaders discussed the importance of establishing trust, communicating effectively and maintaining composure under stress, as well as developing strategies to combat distractions.

FORT POLK, La.—Soldiers with the 258th Military Police Company participated in a four-day round robin Master Resilience Training workshop provided by the R2PC Jan. 11. MRT-PEs led the classroom and practical exercises, teaching the Soldiers about hunt the good stuff (HTGS), put it in perspective (PIIP) and real time resilience (RTR). Related activities and practical exercises followed each block of instruction in an effort to help Soldiers develop a deeper, tangible understanding of MRT skills.

Classroom and applied Master Resilience Training (MRT) was provided for the 258th MP Soldiers to support their quarterly MRT requirements.
A Data Point: Understanding Rape Survivor Reactions

John D. Foubert, Ph.D., Senior Advisor to the Director for Prevention

Editor's Note: "A Data Point" is a recurring column in the SR2 Community Link Newsletter providing data insights relevant to the SHARP, Ready and Resilient Directorate.

In this issue's "Data Point" I will discuss some of the reactions that rape survivors have, which to an untrained ear can be counterintuitive. However, once we understand how the brain and body react to sexual trauma, survivor reactions can make a lot more sense.

When a rape occurs, the body reacts by releasing several hormones, such as opiates, through the body to help the body respond to the physical and psychological threat. The highest priority of the body is to protect its well-being. One of the ways it does this is by producing opiates. Opiates are extremely high during a rape. The release of a high level of opiates helps to block some of the physical and emotional pain of the rape. For example, have you ever had an injury where you didn't feel the full pain of it until later? This is likely due to opiates being released by your body to counteract the pain. As with all hormones, they run out after a while and we begin to feel the weight of the pain our bodies have experienced. While having high levels of opiates protects us from pain, they have a significant downside. When opiates are high in the body, they cause what is called “flat affect.” Flat affect is a condition where the person speaks without much modulation in tone of voice. They speak in a very matter-of-fact manner, without much emotion. Thus, the person with high opiates can seem aloof and uncaring. This can cause people listening to them to question whether or not the survivor is telling the truth. After all, people assume, a rape survivor should be hysterical and not speak with a monotone voice. The take away messages here are twofold. First, a rape survivor may not feel as much of the pain of the rape until hours later, so they may not know exactly what harm has been done to different parts of their body. Second, a rape survivor is likely to speak in an emotionless voice after the rape occurred. It is important that we be careful to not misinterpret this lack of emotion as a sign of a false report. Rather, a monotone voice is a sign of the trauma of rape and should increase the likelihood that we believe a survivor of rape.

I hope this information helps you better understand the survivor response to rape.


McSally Delivers Keynote at National Discussion

By LeWinnie Belcher, SR2 Strategic Communications

Sen. Martha McSally from Arizona delivered the first keynote address during the National Discussion on Sexual Assault and Sexual Harassment at America’s Colleges, Universities, and Service Academies, held at the U.S. Naval Academy in Annapolis, Md., April 4-5.

A 1988 graduate of the United States Air Force Academy in Colorado Springs, Colo., McSally is a retired colonel, the first woman fighter pilot to fly in combat, and the first woman to command a fighter squadron. She’s also a survivor of sexual harassment and sexual assault.

While McSally entered the Air Force Academy for a college education and to make her family proud, she also wanted to escape from a sexually predatory high school track coach. She encountered more of the same, though, after becoming an active-duty officer.

McSally said these experiences actually became a part of what strengthened her and gave her “more resolve to fight for others, to stop these things from happening.”

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R2PC Lowers Attrition Rate at One of Army’s Toughest Schools
By Antonieta Rico, SR2 Strategic Communications

Soldiers attending Phase I of Army Engineer Dive School honed their performance skills with assistance of Performance Experts, or PEs, from the Fort Leonard Wood R2PC. (Courtesy photo)

More than 90% of those who attempt to become an Army diver fail in the first 14 days of training.

The hopefuls are often overcome, physically and mentally, by rigorous drills meant to winnow down recruits to the elite few.

The journey to become an Army diver begins, and often ends, at the Phase I course of the U.S. Army Engineer Dive School at Fort Leonard Wood, Mo. In fiscal year 2018, only six enlisted Soldiers attained the 12D (Engineer Diver) military occupational specialty. Although nine graduated Phase I of their Advanced Individual Training, or AIT, only the six went on to graduate from Phases II and III held at the Naval Diving and Salvage Training Center in Panama City Beach, Fla.

Sgt. 1st Class Eric T. Bailey, noncommissioned officer in charge and master diver for the 12D Phase I course, said a lot of the recruits arrive for training ill-prepared for what awaits them. The recruits have to pass a Diver Physical Fitness Test that, besides curl-ups and pushups, includes a timed 500-yard swim using the breast or side stroke, six pull-ups and a 1.5 mile run in 12 minutes and 30 seconds or less. They also need to pass the Class I Advanced Survival Swimmer Test. The ASST has five events including an underwater breath hold in which the trainees, in their full uniform, descend to the bottom of a 14-foot pool and swim the entire width of the pool on a single breath, touching the first and last of seven lane lines, before ascending. And that's just Day 1.

Throughout Phase I, students have to do increasingly arduous breath-holding drills, including “ditch and dons” which involve ditching their gear at the bottom of the pool then donning it again, making sure to clear their mask and snorkel. Bailey said the hardest part of the drill is for students to remain calm enough to don their gear even as their body urges them to breathe.

“They give up on themselves mentally, before they physically can’t do any more,” said Bailey.

As a result of the insanely high attrition rates, Bailey set out to find a way to “make Soldiers better, faster.” And he thinks he has found it.

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Senior Spouses of USASMA Learn How to Be the Ball Not the Egg
By Danielle O’Donnell, The NCO Leadership Center of Excellence

FORT BLISS, Texas—Spouses of the NCO Leadership Center of Excellence, U.S. Army Sergeants Major Academy, Sergeants Major Course Class 69, received their Resilience Training Assistant certification Feb. 15.

The 14 spouses in the RTA course learned valuable information from the R2 Performance Center to help them personally and professionally.

“All of the skills they taught us are applicable in life and in a professional environment,” Dana Lashley, RTA attendee, said. “They gave us practical examples, which was beneficial, and the detecting icebergs skill helped us receive a better understanding of what drives our behaviors and know why we react the way we do. It was really insightful in many ways.”

Ashley Baskerville, an R2 Performance Center instructor, asked the spouses to name some words which defined resilience. The attendees came up with flexibility, independence, patience and self-control.

“Be the ball not the egg, resilient people bounce back, they don’t break,” Baskerville said. “Think about it, eggs break and cannot be repurposed, a ball can bounce back or be repurposed.” The RTA program consists of practical exercises which help build resilience, creating the ability to bounce back. It also focuses on having control.

Nathalie Bedard (left) and Tina Grant (right) practice their new resilience skills in effective praise and active constructive responding on Feb. 15. Bedard and Grant participated in the five-day training to become certified Resilience Training Assistants. (U.S. Army photo by Danielle O’Donnell)

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SR2 News Briefs

**USAG RHEINLAND-PFALZ HOSTS EMPLOYEE SUMMIT**

The first-of-its-kind Installation Management Command-Europe Housing Summit was held Feb. 20 in Kaiserslautern, Germany. Staff from the United States Army Garrison Rheinland-Pfalz Army Substance Abuse Program and Employee Assistance Program conducted the two-day summit for 28 employees from six different IMCOM-Europe Garrisons. The EAP Team, consisting of Mr. Timothy Jones, Ms. Susanna Leist, and Ms. Velia Bravo-Johnson, hosted a variety of workshops over the two days to include Communication Styles and Barriers, Conflict Resolution, Resilience (self-care), Diversity and Inclusion, and Character Strengths. A session measuring the overall strength of the employee and the employee’s workplace was administered on day one with the results being provided on day two. A “change plan” was completed by each participant that went to IMCOM-Europe Housing to enable region or garrison leadership to track progress after the participant returned to their respective garrison. In addition to the EAP team workshops, Ms. Patricia Jameson, Director, Overseas Diversity and Equity Programs, University of Maryland, taught a 1.5-hour session on Diversity and Inclusion and Mr. Jerry Rush, the USAG Rheinland-Pfalz 3/5/7, delivered a condensed Operation Excellence workshop. The IMCOM-Europe Housing General Engineer provided a funding snapshot and a sneak peak look into the future of post housing at USAG Vicenza and USAG Rheinland-Pfalz.

According to survey results, the training was a success. Some of the comments in the survey included “great experience, completely worth it,” “training was very informative,” and “100% of the attendees would recommend this training to other sections.” The IMCOM-Europe EAP Housing Summit was a collaborative effort with months of coordination between the IMCOM-Europe Housing Management Specialist Mr. Gerardus Johannes Hendriks and the USAG Rheinland-Pfalz EAP coordinators.

**SHARP ACADEMY MAKES TRAINING UPDATES**

To gain efficiencies in training management and align with current HQDA training guidance, the SHARP Academy partnered with the Combined Arms Center’s (CAC) Training Management Directorate (TMD) to make updates in the Digital Training Management System (DTMS) that enhance the recording of SHARP Face-to-Face training in Unit and Individual Training Records. Changes include:

1) The deletion of three obsolete SHARP tasks (DA ALARACT 123/2011 Leader/Self/Individual)

2) The creation of the new “Conduct Annual Face-to-Face SHARP Training” Task 150S-SHA-0100 that will replace the legacy DA-CMT09 SHARP Task.

Effective immediately, DTMS will move all task assessments recorded for Task “DA-CMT09” since October 1, 2018 to the new SHARP Task “Conduct Annual Face-to-Face SHARP Training” Task 150S-SHA-0100. In accordance with Army Directive 2018-23, annual SHARP refresher training must be conducted face-to-face; therefore, the online SHARP Standing Strong training course in ALMS will not be used by DTMS to auto populate the new SHARP task.

**FORT CARSON SHARP TEAM LEARNS TRAUMA-INFORMED CARE**

Members of the 4th Infantry Division and Fort Carson’s SHARP Team participated in a three-day Trauma-Informed Care seminar presented by Drs. Janae and Barry Weinhold in Colorado Springs, Colo., Jan. 24-26. Trauma-informed care is a treatment protocol that recognizes people may suffer from the effects of different types of trauma, and their care must take this past history into account. When combined with the psychological and physical effects of sexual harassment and sexual assault, previous effects of trauma may greatly affect the behavior and well-being of survivors. By understanding the complexities involved in trauma-informed care, Fort Carson’s SHARP team is better prepared to provide sensitive and professional care to those who need it.

From left: Sgt. 1st Class Kenneth Coffee, SHARP Victim Advocate (VA); Sgt. 1st Class (P) Kelly McInally, Lead Sexual Assault Response Coordinator; Dr. Janae Weinhold, LPC and Trainer; Dr. Barry Weinhold, Trainer; Jose A. Colon Rivera, SHARP Trainer, Mr. Tony Rosadop, 71st EOD VA. (Courtesy photo)
SHARP From the Field

Senior Leaders Sign SHARP Pledge for SAAPM 2019
AFGHANISTAN—Brig. Gen. Kevin D. Admiraal, Task Force Southeast Commander (foreground), and Col. Timothy Frambes, Acting Deputy Commander, Task Force Southeast, signed the SHARP Pledge banner to show their support of the program during Sexual Assault Awareness and Prevention Month (SAAPM) in April.

MCoe SHARP Victim Advocate of the First Quarter Recognized
FORT BENNING, Ga.—Maj. Gen. Gary Brito and Command Sgt. Maj. Martin Celestine, CG and CSM of the Maneuver Center of Excellence (MCoE), presented an award to Sgt. 1st Class Rocko Montgomery Jan. 30 in recognition of his selection as the MCoE SHARP Victim Advocate (VA) of the First Quarter, Fiscal Year 2019. The award was presented to Montgomery during the MCoE Quarterly Excellence Breakfast, a forum to recognize the outstanding service and support of military and civilian personnel of MCoE. Montgomery serves as a Senior Training Management NCO for the Armor Basic Officer Leader Course and the SHARP VA for 2nd Squadron, 16th Cavalry Regiment. As the Squadron SHARP primary representative, Montgomery advised commanders on SHARP-related matters and provided victims with exceptional victim advocacy care and support. Montgomery will be considered for the MCoE SHARP VA of the Year award at the end of the FY.

Desert Knights Attend Conflict Resolution Class in Kuwait
KUWAIT—The Desert Knights Brigade Sexual Assault Response Coordinator (SARC) Sgt. 1st Class Johnson attended Kuwait’s first Army Basic Mediation Training Course Jan. 16. The course equipped students with the foundational skills of conflict resolution. Students mastered the understanding of the theory behind conflict and developed a toolkit for effectively resolving conflict. The course was taught by a seasoned, well-versed, and energetic group of instructors from the Pentagon’s Alternate Dispute Resolution Department.

Face-to-Face Training Helps People ‘Step Up, Speak Up’
FORT HUACHUCA, Ariz.—Fort Huachuca’s SHARP face-to-face training is always interactive. Chief Warrant Officer 3 Anita M. Lewis, lead Sexual Assault Response Coordinator, asked volunteers from the audience to act out several scenarios from the Training Support Package. The audience was engaged while they identified and corrected bad behavior, making on the spot corrections as the scenario unfolded. CW3 Lewis believes this method empowers bystanders to “Step up, Speak Up” correct bad behavior and encourage proper reporting. “The volunteers influence change, while shaping a culture of trust for all Civilians, Family members and Soldiers on the installation,” CW3 Lewis said.
SR2 COMMUNITY LINK

Camp Parks R2PC Trains CANG Athletes for Championship

By Aaron Davis, Camp Parks R2PC

The California Army National Guard athletics program, led by Sgt. 1st Class Jose Garcia, reached out to the R2 Performance Center at Camp Parks, Dublin, Calif., last September for assistance building both the resilience and the competitive mindset of its competition teams and individual competitors.

The CANG competition teams include marathon, obstacle course racing, sport parachuting, combat shooting and biathlon. The Biathlon team, led by Maj. Keegan Smith engaged with Performance Experts (PEs) Heather LeGette and Jilian Gonzales (contractors) to train with the team in preparation for the National Guard Bureau Biathlon Championship at Camp Ethan Allen Training Site, Jericho, Vt., Feb. 22 to March 1. The MRT-PE’s taught both the men’s and women’s teams performance and resilience skills including: mindset, goal setting, attention control, assertive communication, building confidence, integrating imagery, deliberate breathing and energy management.

The pre-competition training was held at Soldier Hollow Nordic Center in Midway, Utah, Jan. 8-14. The team practiced and refined the skills learned in the weeks leading up to the championships in Vermont, priming the team for some breakout performances. Despite travel delays and logistics concerns that distracted the competitors from being solely focused on their events, and the Vermont weather proving more challenging than expected, hampering their equipment and performance, the team made necessary adjustments and competition got underway as planned. The athletes reported being excited for their events, and said they worked hard and found ways to motivate each other, to build confidence, stay focused and push beyond what they thought they were capable of doing. When the competition concluded and the scores were tallied, the CANG Biathlon team had achieved and exceeded the goals it set for the 2018-19 competition season with standout performances by Sgt. Lynnae Musgrove, Capt. Allison Hsieh and Capt. Lisa Renner.

Smith summarized the impact of the R2 training, saying: “Two of our female Soldiers took second and third in the individual novice competitions and our women’s team took third overall. This was the best performance that we’ve had in decades. Absolute value added!”

Army Observes SAAPM

SAAPM Continued from page 1

retired Sgt. Maj. Tamika Wynn, who built Fort Belvoir’s SHARP program “from the ground up” and William Mottley and Rachel Phillips, who provided sexual assault prevention training programs to middle and high school students in Wiesbaden, Germany. Wynn received the National Organization for Victim Assistance 2018 Exceptional Military Victim Advocate award, and Mottley and Phillips received the 2018 DoD Recognition for Advancing Primary Prevention award. This year the Army’s SAAPM theme was "SHARP: Shaping a Culture of Trust. Protecting Our People Protects Our Mission." The theme emphasized the imperative of strengthening a culture of trust within the Army, which includes encouraging bystander intervention. Panels during the National Discussion focused on the importance of primary prevention, the role of culture and leadership, and gender-specific considerations. Additionally, Dr. John Foubert, the Army’s Highly Qualified Expert on Sexual Assault Prevention, participated in a breakout session on healthy relationships.

Dr. James A. Helis, Director of the Army’s SHARP, Ready and Resilient Directorate, praised the work of the award recipients during the Pentagon SAAPM Ceremony.

“They understand the grave and far-reaching consequences of sexual violence,” Helis said. “Sexual assault is a violation of our core values. It is a fundamental failure of our responsibility to take care of our Soldiers, Civilians and their Family Members. The presence of sexual assault is a breach of faith within our ranks, and with the American people.” Helis emphasized that the Army is committed to eliminating sexual assault, sexual harassment and associated retaliatory behaviors from its ranks.

“We remain steadfast in our commitment to ensuring an Army free of sexual misconduct today, tomorrow, and for years to come. This is a moral obligation we all share, and from which we will not waver,” Helis said.
SEAC: Leadership Key to Eliminating Sexual Assault

By Jim Garamone, Defense.gov

WASHINGTON, DC—Combating sexual assault and sexual harassment is about leaders stepping up at all levels of command, Army Command Sgt. Maj. John Wayne Troxell, the senior enlisted advisor to the chairman (SEAC) said.

Troxell spoke as DOD released its annual report on sexual assault in the military that shows the prevalence of sexual assaults against active-duty women increased for the first time since fiscal year 2012. The statistics indicated the problem is particularly acute for women ages 17-24.

The sergeant major said leaders are key to combating sexual assault and sexual harassment. DOD has programs to help victims, but leadership is needed to ensure sexual assault and sexual harassment don’t happen in the first place.

Vulnerable Population

Young service members are the most vulnerable because they are entering a strange new world, he said. They may be overseas for the first time. They are in a unit with a bunch of strangers, and they are away from family and friends.

“It is the leader’s responsibility—especially at the junior level—to make them feel comfortable in this new environment,” Troxell said. “They have to understand what is expected of them as a new trooper … and then they have to understand what leaders are going to do to help them set up and be successful. This goes back to reception and integration of new troops and if we get that right on the front end, that E-1 to E-4—the most vulnerable population—will continue to thrive and grow.”

Soldiers need to know that if something is not right or something has happened to them, they can freely bring it up to leaders who will act on their concerns, the sergeant major said.

“There is no substitute for engaged, caring (leaders who) can pick up on nonverbal cues in their service members that something may not be right,” he said. “(Leaders) are not afraid to enforce a standard of behavior of members of the organization when it is counter to the values that we have in the Department of Defense.”

A healthy command climate means that everyone in the command is treated with dignity and respect, Troxell said. There are appropriate lines of separation between leaders and those they lead, he said.

Discipline

Discipline often breaks down because there are blurred lines between leaders and the service members they are charged to lead, Troxell said. “When leaders are more worried about being popular than being trusted and respected,” he said, “then that line breaks down, and that can lead to instances where sexual assault can happen.” Commanders have to clearly define what is expected through their vision and priorities, Troxell said.

Senior enlisted leaders must take the pulse of the organization, he said, and ensure everyone down to the newest individual understands the commander’s intent and operates within that guidance.

“As a leader, minding your business is not allowed,” Troxell said. “As a leader, you have a responsibility to be engaged with your service members. This has to be all in.”

The greatest advantage the U.S. military has in warfighting is “the most trusted, respected and empowered noncommissioned and petty officer corps in the world,” the sergeant major said. “We have to own this.”

Young enlisted personnel must have moral courage when it comes to identifying and stopping sexual assault and sexual harassment, Troxell said. “It takes moral courage for someone of the same rank that might see an event—especially when it comes to sexual assault or sexual harassment—to be able to stand up and say ‘This is not right,’ or to intervene,” he said.

“But we have to promote that. When it comes to us as this warrior class that is built on teams and teams of teams, minding your own business in not authorized. You have to be involved, especially when it affects one of your own teammates,” Troxell said. “Whether it is a perpetrator or a victim or an act of sexual assault happening, it has to be expected that bystanders—regardless of rank—have to intervene.”
5 QUICK TIPS

STRENGTHEN YOURSELF FOR PCS

1. Help yourself with energy management. Focus on the tasks over which you have control and make sure to schedule time for recovery after the move.

2. Refill your emotional piggy bank. Make time to do something special with friends and loved ones before your Permanent Change of Station.

3. Explore the new neighborhood—virtually! Get everyone excited about the move by planning three things to do as soon as you get to your new home.

4. Know the rules about Permissive Temporary Duty (PTDY). Think and plan ahead to make the most out of your PTDY and leave.

5. Say, ‘til we meet again... In the Army we never say “Goodbye,” but “See you next time!”
Voluntary Self-Referral Option for Alcohol Abuse Available

By Michelle Gonzalez-Diener, Kimbrough Ambulatory Care Center

April was National Alcohol Abuse Awareness Month, which provided a nationwide opportunity to increase the awareness of the dangers and understanding of alcohol addiction, including effective treatment and recovery options.

This year’s theme “Help for Today, Hope for Tomorrow” was aimed at educating people about the treatment and prevention of alcohol addiction. The month was also an opportunity for the Army to increase awareness about the Substance Use Disorder Clinical Care (SUDCC) program and the biggest, most recent change in prevention efforts: the voluntary self-referral track. On March 25, Secretary of the Army Mark T. Esper signed a directive allowing Soldiers to voluntarily self-refer to treatment to receive alcohol-related behavioral healthcare without necessarily being mandatorily enrolled in substance abuse treatment, which could negatively impact their career.

“We’re hoping that the voluntary care track will allow people to self-refer in the early stages of their condition before they have alcohol-related incidents,” said Therese Boucher, Fort Meade SUDCC Clinical Director.

The voluntary care track encourages personal responsibility and emphasizes improved Soldier readiness by decreasing deployment ineligibility and unnecessary enrollment in the mandatory track.

Army Community R2I Course Enables Shared Best Practices

By Leslie Sweeney, IMCOM Ready and Resilient Integrator

Representatives from 15 Army garrisons and installations attended the inaugural Community Ready and Resilient Integrator course March 19-22 in San Antonio,Texas, hosted by Installation Management Command R2 and the Army Substance Abuse Program.

Community Ready and Resilient Integrators (CR2Is) provide execution and management of the Commander’s Ready and Resilient Council (CR2C) and the garrisons’ five supporting working groups: physical, behavioral, social, spiritual and family preparedness, which together form the five dimensions of personal readiness and resilience. A leadership triad—the senior mission commander, garrison commander and medical treatment facility commander—provides guidance for the CR2C. In many garrisons, the CR2C has replaced the Commanders Health Promotion Council. The CR2Is are responsible for offering recommendations to senior commanders to identify efficiencies, note redundancies, and ensure integration efforts of installation health and wellness initiatives. The course was built to provide increased program knowledge for the CR2Is. The proximity of the course to Joint Base San Antonio–Fort Sam Houston provided a unique training opportunity as subject matter experts from Army Medical Command and IMCOM briefed attendees on their mission and requirements. The knowledge will support CR2Is while building coalitions to tackle R2 initiatives within their communities. Those who facilitate the CR2C mission had the first opportunity to converse with Forces Command, Training and Doctrine Command and U.S. Army Europe professionals and share best practices.

Course attendees represented the following Army installations: Dugway Proving Ground, Utah; Fort Gordon, Ga.; Fort Huachuca, Ariz.; Fort Leavenworth, Kan.; Fort Leonard Wood, Mo.; Fort Meade, Md.; Fort Rucker, Ala.; Joint Base Lewis-McChord, Wash.; Redstone Arsenal, Ala.; USAG Ansbach, Germany; USAG Benelux; USAG Rheinland-Pfalz, Germany; USAG Wiesbaden, Germany; West Point, N.Y.; and Yuma Proving Ground, Ariz. For more information on the CR2I course see this link to the full article: https://www.army.mil/article/219557.

Alcohol addiction is a chronic, progressive illness that if left untreated increases the likelihood of incidents such as arrest for Driving Under the Influence (DUI), domestic violence, sexual assault and suicide.

“The longer people engage in hazardous drinking, the more likely they are to have an incident that is going to result in a command-directed referral,” Boucher said. “Treatment efforts are the most effective in the early stages of any disease, whether it’s heart disease or cancer, and substance use disorders are no different.”

As part of the Behavioral Health System, SUDCC provides clinical care to assess, treat and rehabilitate, and provide post-treatment follow up to service members. Currently, many Soldiers are eligible for voluntary care but are not receiving treatment. Boucher added that voluntary care does not prevent placement into mandatory care and only alcohol-related substance use disorders without previous alcohol-related incidents are eligible for voluntary care. Under the voluntary care track, command disclosure is managed like behavioral health and medical conditions.

To find out more, including Family member and DA Civilian eligibility, see here: https://www.army.mil/article/220022/new_option_to_treat_alcohol_addiction_early.
G-1 Hosts Japanese Delegation at Pentagon


SHARP Victim Advocates Bridge the Gap with ASIST

By Andrew J. Brown, McDonald Army Health Center

JOINT BASE LANGLEY-EUSTIS, Va.—A group of multi-service Sexual Assault Response Coordinators (SARC) and Victim Advocates (VA), from various military organizations throughout the Hampton Roads area met for a two-day Applied Suicide Intervention Skills Training (ASIST) workshop held at the Fort Eustis, Va., chapel.

McDonald Army Health Center (MCAHC) Commander Lt. Col. Vincent Myers hosted the ASIST event for 25 Joint Service SARC’s and VA’s. In his opening remarks Myers stated that the effort was coordinated in support of skills enhancement relating to crisis intervention, prevention and advocacy in the sexual assault arena.

“I think this is one of the most critical skills out there. You are dealing with cases and individuals (who) are in a very fragile state and fragile situations. The criticality of this workshop is saving lives ... you take care of those individuals in their darkest days, and they remember that,” said Myers.

Sexual assault is a violent crime that traumatizes victims and detracts from readiness. According to the Rape, Abuse & Incest National Network (RAINN), 33% of sexual assault victims have suicidal ideations, and 13% will attempt to commit suicide. The MCAHC SARC reached out to the Family Life Chaplain/Pastoral Services to administer the ASIST workshop. Jerry Friend, Christa Zayas, and Kate Starcheer, all qualified ASIST trainers, facilitated the workshop.

“ASIST teaches participants to recognize when someone may have thoughts of suicide and (to) work with them to create a plan that will support their immediate safety,” said Friend. SARC’s and VA’s are trained to escort a person who has thoughts of suicide to a supervisor, a chaplain, behavioral health professional or primary care provider.

“The ASIST (workshop) allows SARC's and VA's to become first responders if a victim is contemplating suicide. However, (ASIST) asks you to be more involved in the person at risk’s recovery process, thus bridging the gap,” said Stacy Taylor, MCAHC SARC. During the course, each of the instructors helped the participants understand the concepts of ASIST by showing suicide intervention videos and using role-playing that allowed participants to view the model at work while fully engaging them in suicide-intervention scenarios as caregivers.

Now as certified caregivers, SARC's and VA's will return to their respective units with the ability to provide care at initial contact with victims of sexual assault who are contemplating suicide.

“ASIST enhances SHARP professionals' crisis intervention skills by including a step between crisis intervention and resource referral. This extra step allows for understanding of the victims’ history regarding mental health challenges, intoxicant abuse, spiritual and family connections. These factors can contribute negatively or positively towards a victim's ability to be resilient. The SHARP professionals' efforts towards gaining this knowledge will potentially establish rapport with the victim at a meaningful level, ultimately avoiding loss of life, and decrement to unit readiness,” said Taylor.

If you are experiencing a crisis, or have a friend or family member in crisis Call: 1-800-273-TALK(8255), Press ‘1’ for the Military Crisis Line or Text to 838255.
Performance Experts Help Wounded Warriors Make Team Army

By Antonieta Rico, SR2 Strategic Communications

After almost 20 years of soldiering on, Sgt. 1st Class Ian Crawley must now live with the physical limitations imposed on him by a series of medical issues that have left him unable to run. Besides three herniated discs in his lower back, he’s had three surgeries for ruptured diverticula in his intestines. “My core has basically been torn apart three times,” he said. Currently assigned to a Warrior Transition Battalion (WTB), and about to leave the Army and enter the civilian world, he is focusing on adaptive sports as a means of figuring out his “new normal.” And although he can’t run, at the Army Trials in Fort Bliss, Texas, (held March 6-15) Crawley competed in rowing, wheelchair tennis, discus and shot, and cycling.

“My new normal is to figure out what I can do, see where I’m at, and improve upon that. And once I know my new normal, push past that,” Crawley said.

Which is why he was happy to learn that performance experts (PEs) from the Army’s R2 Performance Centers would be working with the athletes at the Army Trials.

“They are there to help you with your mental game, getting you into the right mindset to be an elite athlete,” said Crawley.

The more than 100 wounded, ill, or injured athletes who attended the Army Trials were hoping to earn a spot on Team Army, and get the chance to compete against athletes from other service branches during the 2019 Department of Defense Warrior Games in Tampa, Fla., June 21-30. The performance experts, who arrived at the Army Trials from the Fort Riley, Fort Stewart, Fort Jackson, Fort Bragg, Camp Parks and the Fort Bliss R2 Performance Centers, worked with both the sports teams and with individual athletes. Susan Goodman, a performance expert (contractor) with the Fort Bragg R2PC, said she attended team practices and did one-on-one coaching. She started with some team building exercises for the teams and then taught the athletes mental skills to achieve optimum performance. In this competitive sports setting, Goodman said that the PEs focused on teaching the skills that will enable the athletes to perform consistently under pressure. With her athletes, she focused on helping them manage their nerves before an event.

“When they start thinking about the competition, they get the butterflies in their stomach. We tell them it’s not a bad thing, to think: ‘I’m nervous, it’s just my body getting ready to perform. I’m going to make those butterflies fly in the formation I want them to,’” Goodman said.

She also worked with her athletes to improve their mental focus. One technique she taught was mental imagery. Retired Sgt. 1st Class Joshua Olson, already a top-rated Paralympic shooter, was still able to use the skills taught by the PEs. Olson, who served as an instructor in the Army marksmanship unit, competed in several sports, including archery, at the Trials. Olson said he did not have a lot of experience with archery, but with the help of his PE he did a lot of visual imagery practice. Goodman said she encouraged him to visualize his event, picture what he did wrong, correct the errors in his mind and re-visualize himself doing it correctly.

“It does become second nature, it does become muscle memory. You can still practice good habits using visual imagery,” Olson said.

Other useful techniques he learned from the PEs was using cue words to remind himself to go easy and engaging in positive self-talk when things didn’t go right, he said. On match day, when his mind kept trying to wander, Olson said his performance expert would come up to him throughout the event and give him little reminders to “go easy.”

“She was able to get me back and focus and just worry about what I was doing, one shot at a time,” Olson said. And it worked because he made Team Army and is going to the Warrior Games.

Crawley, who also made Team Army, worked with a performance expert from the Fort Jackson R2PC and took gold in the cycling road race and the individual time trial at Fort Bliss. But he said the skills the wounded warriors learned from the performance experts go beyond the sports at the Army Trials and the Warrior Games. One technique he learned from his PE was finding his “why,” his reason for doing what he is doing. He said he wrote down his “why” on a 3x5 card that he keeps in his room and looks at every morning.

“You can apply this in daily life, if you have a (job-oriented goal) you can stay focused,” Crawley said. “(My why) is getting back to myself, and surpassing it exponentially. I read that multiple times a day,” he said. “I think it will help me be able to focus on my next career and next set of goals.”
Helis Continues Service to Nation

Helis is a veteran of the war in Afghanistan. Prior to joining the SR2 Directorate, Dr. Helis served as the National Security Counselor to the Assistant Secretary for Aviation and International Affairs, Office of the Secretary of Transportation, Washington, DC. From July 2012 until October 2018, Dr. Helis served as Superintendent of the U.S. Merchant Marine Academy at Kings Point, N.Y. As chief executive officer of one of America’s five federal Service Academies, he was responsible for the effective execution of a comprehensive four-year leadership program for 1,000 midshipmen leading to a Bachelor of Science degree, commission as an officer in one of the U.S. Armed Forces, and a U.S. merchant marine officer’s license. Dr. Helis has a Bachelor of Science from West Point, a Master’s in political science from the University of Pennsylvania, a Master of Military Art and Science from the School of Advanced Military Studies, and a Ph.D. in International Relations and Diplomacy. He was a Senior Service College Fellow at the Queens University Centre for International Relations in Kingston, Ontario.

“SHARP, Ready and Resilient’s programs have a direct, positive effect on the well-being of Soldiers, Army Civilians and their Families, and enhance Army readiness. I look forward to the opportunity to continue to serve the Nation and the American people in this new role.”

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McSally Speaks

It wasn’t until recently that she spoke publicly of her military sexual assault. It occurred during one of the most public venues imaginable—a recent Senate Armed Services Committee hearing. McSally said she decided to disclose her assault because she “wanted to be an inspiration to people who’ve been through this and to offer them some hope... The good Lord has given me a voice and an opportunity to be a leader on this issue.”

McSally offers this advice to survivors of sexual violence: “You’ve been robbed of everything. Don’t let them rob you of today.”

In addition to a voice and opportunity, she also has a unique perspective on topics such as sexual assault and harassment in colleges, universities and Service Academies, as well as commanders retaining Uniform Code of Military Justice disposition authority over felony cases such as sexual assault.

McSally is in favor of commanders retaining UCMJ disposition authority. “We need to have commanders more involved in these cases, not less involved,” McSally said.

She reiterated her commitment to working with military leaders as part of a recently announced Sexual Assault Task Force to find ways to better equip commanders with the tools to respond to sexual assaults. The intent is to have recommendations ready for the markup of the Senate Armed Services Committee’s version of the FY2020 National Defense Authorization Act.

The Service Secretaries said they envision this collaborative spirit will also continue for those who gathered in Annapolis for the National Discussion. The services have committed to continue working together with colleges and universities—those who were in attendance as well as those who were unable to make the forum—to cultivate a network of senior leaders, experts and dynamic thinkers who will continue the dialogue toward the goal of eliminating sexual misconduct at institutions of higher education.

The Army is scheduled to host next year’s National Discussion at the U.S. Military Academy at West Point, N.Y.

Dr. James A. Helis, Director of the Army SHARP, Ready and Resilient Directorate, said the Army will reach out to everyone with a “save the date” announcement soon, as well as ideas on how to continue information sharing and collaboration between now and next year’s event.

DPG Trains to Create a Harassment-free Workplace

In-depth training that focused on building and supporting a harassment-free workplace was held jointly by U.S. Army Dugway Proving Ground and Hill Air Force Base on April 25. The leadership training was conducted by Edie Davis, Sexual Assault Response Coordinator-Program Manager, and Susan Bradford, Sexual Assault Response Coordinator at the Hill AFB Sexual Assault Prevention and Response Office. The training not only focused on how to address and help prevent workplace harassment, but demonstrated how to model the behavior needed for a harassment-free workplace. The training also provided supervisors with skills to teach their employees how to intervene. “The benefits of a harassment-free work environment include increased productivity, lower employee turnover and less time spent on responding and taking action against offenders,” said Davis. The event was attended by 75 military and civilian leaders throughout Dugway Proving Ground including Col. Brant D. Hoskins, the Dugway commander, and Command Sgt. Maj. Kyle Brinkman, installation command sergeant major. The annual leadership training was hosted by Army Community Service Director Gregory A. Mason and facilitated by the Dugway Proving Ground SHARP Victim Advocate.
Passing Army Engineer Dive School  DIVERS Continued from page 4

in the Fort Leonard Wood R2 Performance Center, or R2PC. The R2PC is staffed with Master Resilience Trainers-Performance Experts, or MRT-PEs, who are not only trained to increase Soldiers’ mental resilience but also have degrees in sports and performance psychology which they use to enhance Soldiers’ physical performance.

Dr. Kelly Dantin and Deanna Morrison, the performance experts on contract at the Fort Leonard Wood R2PC, observed the diver training and talked to the cadre and graduates of Phase I to get their input and develop a customized block of instruction for the 12D trainees. They found that if the students were physically prepared for the Phase I course, their next biggest challenge to graduating trainees. They found that if the students were physically prepared for the Phase I course, their next biggest challenge to graduating trainees. They found that if the students were physically prepared for the Phase I course, their next biggest challenge to graduating

The performance experts started working with the 12D trainees in October. The week prior to the students starting Phase I, Dantin and Morrison gave them training on techniques such as deliberate (or tactical) breathing, labeling (which includes the act of reframing a situation as a challenge instead of a threat) and activating events, thoughts, and consequences, or ATC.

ATC is a model that conveys that it’s thinking that determines what people do and how they feel, not the events that happen. Students who fail from the Phase I course do so because they feel overwhelmed by the physical demands and don’t believe they can continue to perform over the entire course, Bailey said. To address this mental obstacle, the R2 performance experts teach the students a technique called segmenting. They teach them to break down the course into small chunks, and instead of thinking about the entirety of the course, just to think about making it until lunch. And then making it until dinner. Then bedtime.

“Evolution by evolution, lap by lap, you can segment anything, breaking it up into bite-sized pieces,” that are manageable, Bailey said.

“We teach them how to perform better under pressure,” using both mental resilience and sports psychology, Morrison said.

In the four months since they started the R2 training, the course has achieved what previously took an entire year: graduating nine students out of Phase I. Bailey said that if the numbers bear out, he is looking at doubling the graduation rate in FY2019 from the previous year.

Bailey said he knows that the R2 training is working and has been a contributing factor with helping to reduce the attrition rates. “Every time that we have done a debrief with a Soldier that graduated, they said that training helped,” Bailey said. The students even start talking about the specific techniques, repeating what they learned from the R2 training. That success led to Bailey asking the MRT-PEs to continue to give the block of instruction in all future Phase I courses.

“Because of the R2 performance training we are sending to Florida Soldiers that are better prepared, not only physically, tactically and technically, but also mentally,” Bailey said.

Spouses Learn Resilience Skills  SPOUSES Continued from page 4

of one’s thoughts and reactions.

During the course, the attendees learned the 14 Master Resilience Training skills and six competencies which will help them help themselves and others with mental agility, self-awareness and optimism.

The attendees received an eye-opening experience on how to be a joy multiplier and not a joy thief.

“Not realizing I was talking about myself when people would come to me with their problems has helped me learn to ask others how they feel,” Charlene Moreno said.

The RTA course provides a way for the senior spouses to build on their resilience and be able to mentor new military spouses throughout their Soldiers’ career.

“These newly certified RTAs will be able to assist any MRT at their next unit who conducts resilience training; not just with a Family Readiness Group, but even with Child and Youth Services,” Re’Aunna Henderson, R2 Performance Center instructor, said. “These spouses are an added resource to the units they will be a part of after their spouse graduates from USASMA in June.”

The course teaches the spouses how to enhance their resilience. “You think you know how to be resilient. We have all had a lot to deal with in the last few months; however, I learned resilience is deeper than what I thought I was doing.”

“This will help me talk to my daughter and be a better mentor to others” Malinda Johnson, said.

Baskerville added that now the spouses have something in common with their Soldier.

“Now you have a shared language between you and your Soldier,” she said. “Together you can be resilient, work through problems or hardships and most importantly communicate.”

If would like more information on the MRT program on Fort Bliss, contact the R2 Performance Center at (915) 568-6884 or visit the website at http://readyandresilient.army.mil/ to find your closest performance center.
SR2 on Social Media

Follow @USArmySR2

Please ensure your Public Affairs Office is aware of our new social media handle, and coordinate with them to share or retweet SR2 content on Command or installation Facebook and Twitter platforms. Sharing and retweeting SR2 content on these platforms will help get important messages and resources in front of more Soldiers, as well as their Family and friends.

Financial Readiness and Wellness

Create and Stick to a Budget
The best way to improve your financial wellness is to create a budget for you and your family. Take stock of your monthly recurring expenses. Balance them with your income, being sure to account for contributing to savings and any extra spending.

Save for an Emergency
It’s a good practice to have at least six months of living expenses saved up in case something happens. You can stay afloat in the event of job loss or medical emergency. If you don’t have savings, it’s never too late to start.

Reach Out to Your Bank
Most banks have systems in place for customers experiencing financial hardship. Services like short-term, no-interest loans and payment assistance for mortgages can help bridge the gap. Check with your bank to see if you qualify for assistance.

SR2 Upcoming Events

MAY
Cadet Summer Training
May 21-Aug. 4: Thousands of ROTC cadets will converge at Fort Knox, Ky., for their Cadet Summer Training, aided by a team of more than 50 MRT-PEs.

JUNE
Warrior Games
June 21-30: Team Army will take on other service branches, and even international teams, in this Olympic-style competition of injured, ill or wounded service members in Tampa, Fla.

USARPAC SHARP Summit
June 24-28: U.S. Army Pacific will host a week-long SHARP training summit in Honolulu, Hawaii.

JULY
CASCOM SHARP Summit
July 9: CASCOM SHARP Summit. The summit includes participation by command teams and SHARP Professionals. Location: Fort Lee, VA.

SHARP Program Improvement Forum
July 16-17: The forum will bring together SHARP Program Managers and SARCs to share ideas. Location: Alexandria, Va.

WE’RE ENHANCING OUR PREVENTION EFFORTS

The Army combined the Army SHARP office with the Army Resiliency Directorate. We remain committed to developing Soldiers of character who are Ready and Resilient!

readyandresilient.army.mil preventsexualassault.army.mil
Brain Teaser – Ready and Resilient
Directions: Solve the clues to fill in the answers.

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