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Military Culture 101: Basics of Military Culture

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Behavioral Health Liaison
California National Guard

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California National Guard Behavioral Health Outreach Liaison Program Mental Health Services Act



Funding

Support from the California Department of Mental Health via the Mental Health Service Act provides for the funding of two clinical officers and an agency coordinator.

Objectives

To establish a process for better agency coordination between the CNG and county mental health departments throughout the state

To improve access to mental health services at the county level to CNG service members returning from deployments

To provide a uniformed resource for initial contact and early referral

Provide a seamless referral to county mental health departments for treatment services for both brief and longer term therapeutic services

To provide training by the CNG to county agencies in order to provide culturally competent services

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OUTLINE



Branches

Components

Rank Structure

Key Cultural Concepts

Controversial Topics

Resources

Deployment Cycle

Questions

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Branches



- Army
- Navy
- Marine Corps
- Air Force
- Coast Guard



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ARMY



Army's Mission: "To fight and win our Nation's wars by providing prompt, sustained land dominance across the full range of military operations and spectrum of conflict in support of combatant commanders."

Motto: This We'll Defend.

Army Core Values

Loyalty

Duty

Respect

Selfless Service

Honor

Integrity

Personal Courage

Components: Active Duty, Reserves, and Army National Guard

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NAVY



Navy Mission: “To maintain, train and equip combat-ready Naval forces capable of winning wars, deterring aggression and maintaining freedom of the seas.”

Motto: Semper Fortis “Always Courageous”

Navy Core Values

Honor
Courage
Commitment

Components: Active Duty and Reserves

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MARINE CORPS



Marine Corps Mission:

- The seizure or defense of advanced naval bases and other land operations to support naval campaigns
- The development of tactics, techniques, and equipment used by amphibious landing forces
- Such other duties as the President may direct
(National Security Act of 1947)

Motto: Semper Fidelis, "Always Faithful"

Marine Core Values

Honor

Courage

Commitment

Components: Active Duty and Reserves

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AIR FORCE



Air Force Mission: “To deliver sovereign options for the defense of the United States of America and its global interests to fly and fight in air, space and cyberspace.”

Motto: Above All

Air Force Core Values

Integrity First

Service Before Self

Excellence In All We Do

Components: Active Duty, Reserves, and Air National Guard



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COAST GUARD



Coast Guard Mission: “To protect the public, the environment, and the United States economic and security interests in any maritime region in which those interests may be at risk, including international waters and America's coasts, ports, and inland waterways.”

Motto: Semper Paratus, "Always Ready".

Part of Homeland Security, but can be absorbed by the Navy

Coast Guard Core Values

Honor

Respect

Devotion to Duty

Components: Active Duty and Reserves

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How to Address a Service Member



Army:	Soldier
Navy:	Sailor
Marines:	Marine
Air Force:	Airman
Coast Guard:	Guardian / Coastie
Army National Guard:	Soldier
Air National Guard:	Airman

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COMPONENTS



Three Components

Active Duty

Reserves

National Guard

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COMPONENTS



Active Component

Works “full-time” for the military

Full time hours, full time benefits

On-call 24 hrs / day, 365 days a year

Permanent force of the military

1.41 million Active Duty members for 2010

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COMPONENTS



Benefits for Active Component Service Members and Their Families

Competitive Salary and Bonuses

Healthcare

Annual Leave

Base Privileges

Retirement

Education

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COMPONENTS



Common Stressors for Active Component Service Members and Their Families

Permanent Change of Station

Temporary Duty

Deployment

Foreign Residence

Risk of Injury or Death

Behavioral Expectations

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COMPONENTS



Reserve Component

Part-time duties

One weekend a month, 2 weeks a year (39 Days)

Can be activated to augment Active Component

844,500 reserve members 2010

National Guard

“...the National Guard continues its historic dual mission, providing to the states units trained and equipped to protect life and property, while providing to the nation units trained, equipped and ready to defend the United States and its interests, all over the globe.”

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COMPONENTS



Benefits for Reserve Component Service Members and Their Families

Pay for Drill and Annual Training

Bonuses

Healthcare

Base Privileges

Retirement

Education

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COMPONENTS



Stressors and Challenges for Reserve Component Service Members and Their Families

“Citizen Soldiers”

Mobilization and deployment

Separation from family, school, jobs,

Demobilization

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RANK STRUCTURE



Commissioned Officers

Warrant Officers

Enlisted

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RANK STRUCTURE



Enlisted

Majority of military personnel (84%)

Usually begin with a high school diploma
(this often changes as service members progress,
especially with reservists)

Typically perform specific job functions

Leadership responsibilities increase as rank increases

Non Commissioned Officers / Petty Officers
("backbone of the service")

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RANK STRUCTURE



Warrant Officers

Highly specialized experts in specific career fields

Do not focus on command and staff duties

2% of military personnel

No warrant officers in the Air Force

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RANK STRUCTURE



Commissioned Officers

Highest ranks in the military

Presidential commissions that are confirmed by the Senate

They move up the ranks & gain experience with the goal of assuming command positions

Usually begin with a 4 year degree / Graduate degrees are encouraged

14% of military personnel

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RANK STRUCTURE



Distinctions Between Officers and Enlisted Personnel

Officers enjoy more privileges and responsibilities

Fraternization between officers and enlisted is not permitted

Rank difference is demonstrated in various ways (address, posture, greetings)

A senior enlisted person (NCO or Petty Officer) with 20 years experience is outranked by a 22 year old officer

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RANK STRUCTURE



Insignia of the United States Armed Forces – Enlisted

E-1	E-2	E-3	E-4	E-5	E-6	E-7	E-8	E-9	non enlisted				
ARMY													
Private E-1 (PV1)	Private E-2 (PV2)	Private First Class (PFC)	Specialist (SPC)	Sergeant (SGT)	Staff Sergeant (SSS)	Sergeant First Class (SFC)	Master Sergeant (MSG)	First Sergeant (1SG)	Sergeant Major (SJM)	Command Sergeant Major (CSM)	Sergeant Major of the Army (SMA)		
MARINES													
Private (Pvt)	Private (Pvt)	Lance Corporal (LCpl)	Corporal (Cpl)	Sergeant (Sgt)	Staff Sergeant (SSgt)	Gunnery Sergeant (GySgt)	Master Sergeant (MSG)	First Sergeant (1stSgt)	Master Gunnery Sergeant (MGSgt)	Sergeant Major (SgMaj)	Sergeant Major of the Marine Corps (SgMajMCC)		
NAVY													
Seaman Recruit (SR)	Seaman Apprentice (SA)	Seaman (SN)	Petty Officer Third Class (PO3)	Petty Officer Second Class (PO2)	Petty Officer First Class (PO1)	Chief Petty Officer (CPO)	Senior Chief Petty Officer (SCPO)	Chief Petty Officer (CPO)	Command Master Chief Petty Officer (CMCPO)	Force on Fleet Chief Petty Officer (FFCPO)	Master Chief Petty Officer of the Navy (MCPON)		
AIR FORCE													
Airman Basic (AB)	Airman (Amn)	Airman First Class (A1C)	Senior Airman (SrAm)	Staff Sergeant (SSgt)	Technical Sergeant (TSgt)	Master Sergeant (MSGt)	First Sergeant (1stSgt)	Senior Master Sergeant (SMSgt)	First Master Sergeant (FMSt)	Chief Master Sergeant (CMSgt)	Command Chief Master Sergeant (CCM)	Chief Master Sergeant of the Air Force (CMSAF)	
COAST GUARD													
Seaman Recruit (SR)	Seaman Apprentice (SA)	Seaman (SN)	Petty Officer Third Class (PO3)	Petty Officer Second Class (PO2)	Petty Officer First Class (PO1)	Chief Petty Officer (CPO)	Senior Chief Petty Officer (SCPO)	Chief Petty Officer (CPO)	Command Master Chief Petty Officer (CMCPO)	Master Chief Petty Officer of the Coast Guard (MCPPO-CG)			
Warrant													
ARMY					NAVY								
Warrant Officer (WO1)	Chief Warrant Officer (CW2)	Chief Warrant Officer (CW3)	Chief Warrant Officer (CW4)	Chief Warrant Officer (CW5)	Chief Warrant Officer (CW2)	Chief Warrant Officer (CW3)	Chief Warrant Officer (CW4)	Chief Warrant Officer (CW5)	Chief Warrant Officer (CW4)				
MARINES					COAST GUARD								
Warrant Officer (WO)	Chief Warrant Officer (CW2)	Chief Warrant Officer (CW3)	Chief Warrant Officer (CW4)	Chief Warrant Officer (CW5)	Warrant Officer (CW2)	Warrant Officer (CW3)	Warrant Officer (CW4)	Warrant Officer (CW5)	Warrant Officer (CW4)				



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Insignia of the United States Armed Forces – Officers

O-1	O-2	O-3	O-4	O-5	O-6	O-7	O-8	O-9	O-10	SPECIAL
ARMY										
Second Lieutenant (2LT)	First Lieutenant (1LT)	Captain (CPT)	Major (MAJ)	Lieutenant Colonel (LTC)	Colonel (COL)	Brigadier General (BG)	Major General (MG)	Lieutenant General (LTG)	General (GEN)	General of the Army (GA)
MARINES										
Second Lieutenant (2ndLT)	First Lieutenant (1stLT)	Captain (Capt)	Major (Maj)	Lieutenant Colonel (LtCol)	Colonel (Col)	Brigadier General (BGen)	Major General (MajGen)	Lieutenant General (LTGen)	General (Gen)	
NAVY										
Ensign (ENS)	Lieutenant Junior Grade (LTJG)	Lieutenant (LT)	Lieutenant Commander (LCDR)	Commander (CDR)	Captain (CAPT)	Rear Admiral Lower Half (RADM)(L)	Rear Admiral Upper Half (RADM)(U)	Vice Admiral (VADM)	Admiral (ADM)	Fleet Admiral (FADM)
AIR FORCE										
Second Lieutenant (2d Lt)	First Lieutenant (1st Lt)	Captain (Capt)	Major (Maj)	Lieutenant Colonel (Lt Col)	Colonel (Col)	Brigadier General (Brig Gen)	Major General (Maj Gen)	Lieutenant General (Lt Gen)	General (Gen)	
COAST GUARD										
Ensign (ENS)	Lieutenant Junior Grade (LTJG)	Lieutenant (LT)	Lieutenant Commander (LCDR)	Commander (CDR)	Captain (CAPT)	Rear Admiral Lower Half (RADM)(L)	Rear Admiral Upper Half (RADM)(U)	Vice Admiral (VADM)	Admiral (ADM)	



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VETERANS



No longer applies to only former service members

Current reserve component troops who have deployed may seek care at the VA

VA considering serving active duty troops

Some agencies will not serve Vets no longer in military



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DEPENDENTS



Legally married spouse

Children (step-children may be dependents, but a process required)

Parents, siblings, significant others are not dependents

Dependents have an ID Card

Dependents are able to use base facilities, receive insurance, and other benefits

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KEY CULTURAL CONCEPTS



Tradition

Ritual

Courage

Honor

Commitment

Respect

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Cultural Aspects



Emphasis on Service / Duty

Service to Country

Honor their Duty / Commitment

“Just doing their job” / Not interested in pity

Camaraderie

Dedication & commitment to ‘battle buddy’

Leadership

Development regardless of rank

End goal of all service members

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Cultural Aspects



Value being 'Squared Away'

Appearance (Uniform)

Readiness

Willingness to meet challenges / obligations

Emphasis on details ("Details Matter")

Unique Language

Acronyms

Civilian / Service Member Divide

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GENERAL TERMS



- PCS - Permanent Change of Station (Relocating)
- TDY - Temporary Duty
- MOS – Military Occupational Specialty
- UA - Unauthorized Absence (AWOL)
- Leave - Off Duty (usually vacation)
- MEDEVAC - Medical Evacuation
- SICKCALL - Time allotted to see Doctor or PA
- Post - Army installation
- Base - Air Force or Navy Installation
- Camp - Marine Corps Installation
- PX - Post Exchange
- BX - Base Exchange
- ACU, BDU, ABU – Army Combat Uniform, Battle Dress Uniform, Airman Battle Uniform
- CO – Commanding Officer
- CONUS/OCONUS – Continental US, Outside Continental US
- MOB/DEMOB – Mobilization/Demobilization

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DEPLOYMENT RELATED TERMS



- OIF OEF – Operation Iraqi Freedom, Operation Enduring Freedom
- BOG - Boots on the ground
- Battlerattle – body armor
- BIAP – Baghdad International Airport
- CHU – Containerized Housing Unit – CHUville
- FOB – Forward operating base
- GWOT – Global War on Terrorism
- IED, VBED – Improvised Explosive Device, Vehicle Borne Explosive Device
- Outside the wire – Off the base
- Inside the wire – On the base
- Down range – Deployed
- Sandbox, sandpit - Iraq
- AOR – area of responsibility
- NBC – Nuclear, biological, chemical
- MOPP – Mission oriented protective postures
- DFAC – mess hall
- UXO – unexploded ordinance
- EOD – explosive ordinance disposal

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DEPLOYMENT RELATED TERMS



- IBCT – Infantry Brigade Combat Team
- SBCT – Stryker Brigade Combat Team
- HBCT – Heavy Brigade Combat Team
- HMMWV – High Mobility Multi-purpose Wheeled Vehicle - Humvee
- HEMTT - Heavy Extended-Mobility Tactical Truck
- Kevlar – Typically the helmet made of the material Kevlar
- MRE – Meal Ready to Eat
- OPSEC – Operational Security
- OPTEMPO – Operations Tempo
- COSC – Combat Operational Stress Control
- COSR – Combat Operational Stress Response
- ROE – Rules of Engagement
- Stop Loss – Involuntary service beyond contract

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CONTROVERSIAL TOPICS



Don't Ask, Don't Tell

Allowed gay & lesbian service members to serve as long as they don't announce it or engage in homosexual behavior

Repealed DEC 2010

Implementation Pending

Women in Combat Roles

Currently not permitted in combat arms

(Navy changed 'no women on subs' policy FEB 2010)

Current wars have changed environment / practicality

Under review – Report due MAR 2011

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CONTROVERSIAL TOPICS



Uniform Code of Military Justice

Military has own legal system

‘Adultery’ (especially chain of command incidents) is illegal & can result in punishment / discharge

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Outreach to Veterans



Joint Services Support

Schedule of Yellow Ribbon Events

<http://www.jointservicesupport.org/>

County Veteran Services Office

Veterans Organizations

Veterans of Foreign Wars

American Legion

AMVETS

Ask

Make it part of your standard intake

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Department of Veterans' Affairs Services



The VA provides a variety of benefits to veterans

Medical

Disability Compensation

Education Benefits (GI Bill & Vocational Rehab)

Readjustment Counseling (Vet Centers)

Home Loans

Burial Benefits

Benefit Eligibility based on service and discharge status

Limitations

NG troops without federal service are ineligible

Active duty troops are currently ineligible

Reserve troops without Active Duty Service are ineligible

www.va.gov

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California Department of Veteran Affairs



- **Operation Welcome Home**

CalVet Corps – Outreach effort to help our veterans find the opportunities and fulfill their dreams and hopes

- **Veteran Services**

Responsible for administering a number of special programs, benefits and services for California veterans and their families

- **Home Loans**

- **Vet Homes**

Purpose is to provide the state's aged or disabled veterans with rehabilitative, residential, and medical care and services in a home-like environment at the California Veterans Homes

www.cdva.ca.gov

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TriCare Health Insurance



TriWest is the western region company

Available to all active duty service members and dependents

Reserve component soldiers may purchase TriCare Reserve Select

www.tricare.mil

www.triwest.com

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RESOURCES



California National Guard Behavioral Health Office

(916) 854-4492

Northern California

CPT (CA) Lance Friis 925-207-5367

lance.friis@us.army.mil

Southern California

CPT (CA) Dana Timmermans 562-965-6563

dana.timmermans@us.army.mil

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RESOURCES



Give an Hour – www.giveanhour.org

The Coming Home Project www.cominghomeproject.net

The Soldier's Project <http://thesoldiersproject.org>

The Pathway Home www.thepathwayhome.org

Swords to Plowshares <http://swords-to-plowshares.org>

Vietnam Vets of California www.vietvets.org

Stanford Vets Connect <http://vetsconnect.stanford.edu>

Military One Source www.militaryonesource.com

Defense Centers of Excellence www.dcoe.health.mil

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Deployment Cycle



Pre-deployment (varies)

Deployment (1st month)

Sustainment (time in theater)

Re-deployment (last month)

Post-deployment (3-6 months after deployment)

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Deployment Cycle



Pre-Deployment

Begins with warning order (WARNO)

Time frame varies

The process – both personally & professional - begins

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Family Pre-Deployment Transition Issues



Anticipation of loss vs. denial

Train-up / long hours away

Getting affairs in order

Mental / Physical distance

Arguments

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Emotional Impact on Service Member



Excitement / Anticipation

Sadness at leaving home

Concern for family during deployment

Concern for own safety & safety of unit

Apprehension

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Emotional Impact on Family



Worry

Stress

Anger

Sadness

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Children



Military kids tend to be resilient

Military kids with intact & stable family structures tend to do well

Those with pre-existing issues (depression/anxiety) struggle more

Attachment issues for younger children

Increase in behavior issues for younger children with increased deployments

Military teens show less risky behavior than general population

Teachers & counselors report not being adequately prepared to deal with students deployment issues



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Deployment



Begins with departure for mobilization site

Can last 6 – 18 months

Individual Augmentees (IAs)

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Sustainment



Period in theater

Focus on job

New family roles

Leave issue

Communication concerns

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Re-Deployment



The process of coming home

Units can be extended

Sent from theater to de-mobilization site

Service members can get held up in country or the de-mob site

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Post-Deployment



Also known as Re-Integration

Starts with 'Homecoming'

Typically three to six months

Many issues for SM and family will emerge at this time

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Mental Health Diagnoses



Typical Dxs

PTSD

Depression

Anxiety Disorders

Mild Traumatic Brain Injury (mTBI)

Military Sexual Truama

Approximately 20%

Not always a barrier to continued service

Stigma?

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Books



Soldier's Heart by Elizabeth D. Samet

Samet is an English professor at West Point. Good for non-prior service personnel as she describes an outsider's journey into the military culture.

Rule Number Two: Lessons I Learned in a Combat Hospital

by Heidi Squier Kraft

Kraft is a former Navy psychologist who treated Marines in Iraq as part of a Naval Combat Surgical Company. It is a memoir rather than a clinical account and offers insight to the role of a clinician with combat troops, especially useful for non-prior service personnel.

One Bullet Away: The Making of a Marine Officer

by Nathaniel Fick

Fick tells of his journey from Dartmouth University to the USMC and tours of Afghanistan and Iraq.



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Books



The Unforgiving Minute: A Soldiers Education by Craig M. Mullaney

A memoir of Mullaney's journey from West Point to Oxford and then to Afghanistan.

War by Sebastian Junger

A report of a journalist's time embedded with a unit in Afghanistan.

They Fought for Each Other by Kelly Kennedy

Kelly report during her time embedded with a unit in Iraq.

On Killing by LTC Dave Grossman

Grossman is a retired Army Ranger officer and a clinical psychologist. This is a look at the psychological impact of killing.



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Movies



‘Taking Chance’ – HBO film with Kevin Bacon

‘Band of Brothers’ – HBO Miniseries WW2

‘The Pacific’ – HBO Miniseries

‘Saving Private Ryan’

‘We Were Soldiers’

‘Restrepo’ – Companion to Junger’s War



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QUESTIONS

