



SAGINAW COUNTY
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HEALTH AUTHORITY

MILITARY CULTURAL COMPETENCY

Bridging the Military-Civilian Divide



By: Matthew A. Clark
Saginaw County Community Mental Health Authority



Military Cultural Competency

Introduction

Why Military Cultural Competency

Basic Training

What You Can Do

Questions



Matthew Clark: Veteran and Military Family Navigator

- Michigan Army National Guard
- Served 5 years
- 3 years as a Sergeant or E-5
- Family Legacy of Service
 - Grandfather (Army National Guard, 30 years)
 - 3 cousins (Marines and 2 Navy)
 - 2 Uncles (Army and Navy)
 - 1 Aunt (Air Force)
 - 2 Best Friends (Army and Air Force)
- 8 years of experience in family coaching and case management
- Born and raised in Flint, Michigan
- Currently serves Saginaw, Midland ,and Bay Counties





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Veteran and Military Family Navigator

- Development of resources with CMH, SUD, & VA
 - Linking former military members to resources
- Reduction of stigma associated with getting help
- Increase in military cultural competence



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15 Things Former Military Members Want You to Know

<https://www.youtube.com/watch?v=VoE7wbLmu8A>

PSYCH/ARMOR®



Our Former Military Members (FMM)

- **Rising Suicide Rates**
 - 2001 Suicide Rate 16.4/Day
 - 2019 Suicide Rate 17.2/Day
 - Rise of 4.5% over time
 - About 2X the Civilian Rate
- 11% of all **Homeless**
- 2X more **Depression**
- 15% of Combat Veterans have **PTSD**
 - Compare to 4% of U.S. Population
- **Moral Injury:**
 - the lasting emotional, psychological, social, behavioral, and spiritual impacts of actions that violate a service member's core moral values and behavioral expectations of self or others
- **SUD**
 - Younger FMM – Iraq/Afghanistan
 - 35% Co-occurring with PTSD
- **Workforce Challenges:**
Unemployment
- **National Guard / Reserve State**
 - Increased Risk for Suicide, PTSD, and Other Readjustment Issues
 - Increased Underage Drinking
 - Lack of Supports
 - Isolated



Why Military Cultural Competency?

WWII: 10,110,104 were inducted into service. Nearly everyone knew someone in the war.

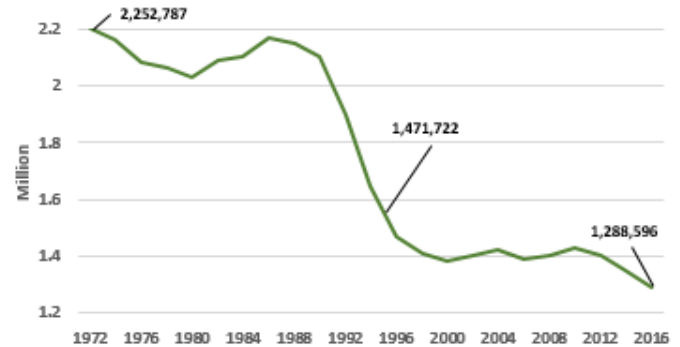
Active duty 1950 to 1970: 3,000,000 +/-

After Vietnam (1973): Military draft ended.

Today: 1/2-1% serve in the military. Smallest force in over 75 years. 1.2 million service members

Our civilian population has never been this disconnected from those who serve.

Active Duty Personnel 1973-2016



Data sourced from the Defense Manpower Data Center, Office of the Secretary of Defense, U.S. Department of Defense



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The Result: A Military-Civilian Disconnect

A cultural divide has grown between civilian & military cultures.

"For the first year after I returned from Iraq, the only people to whom I felt really connected were those who had served in combat ... In my mind, they were the only ones who understood."

Mike Scotti, USMC (Served in Iraq & Afghanistan)





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Our Service Has Changed Us





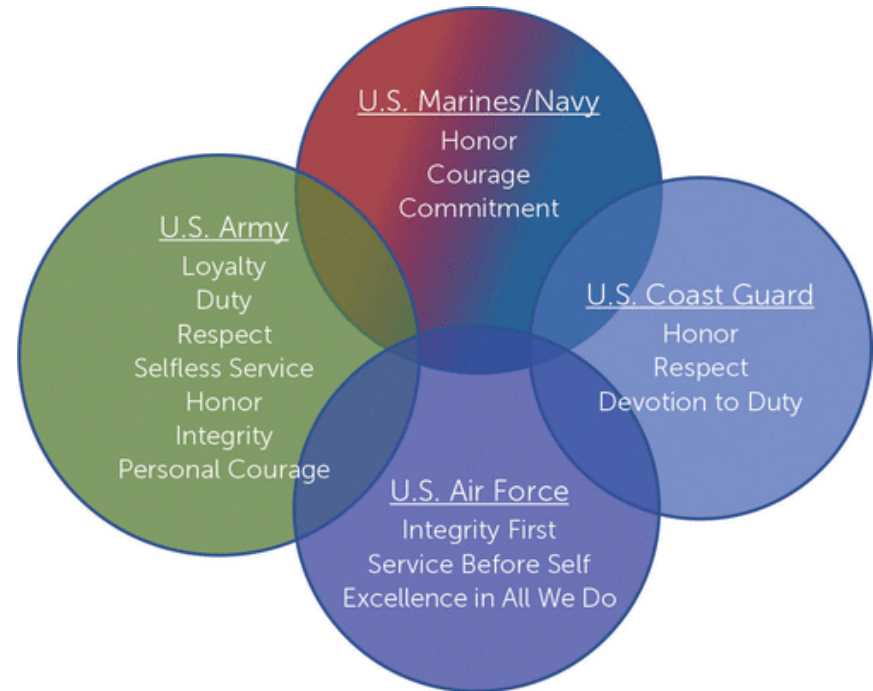
Comparative Values

Military Culture

- Collectivism
- Group Oriented Goals
- Interdependence
- Emotional Suppression
- “Train Hard; The Rest is up to God”

Civilian Culture

- Individualism
- Personal Achievement
- Personal Freedom
- Emotional Expression
- “Master of My Own Destiny”





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New Meanings: Sweep the House





Consequences of Cultural Divide

2 Common Stereotypes



HERO



BROKEN

PTSD

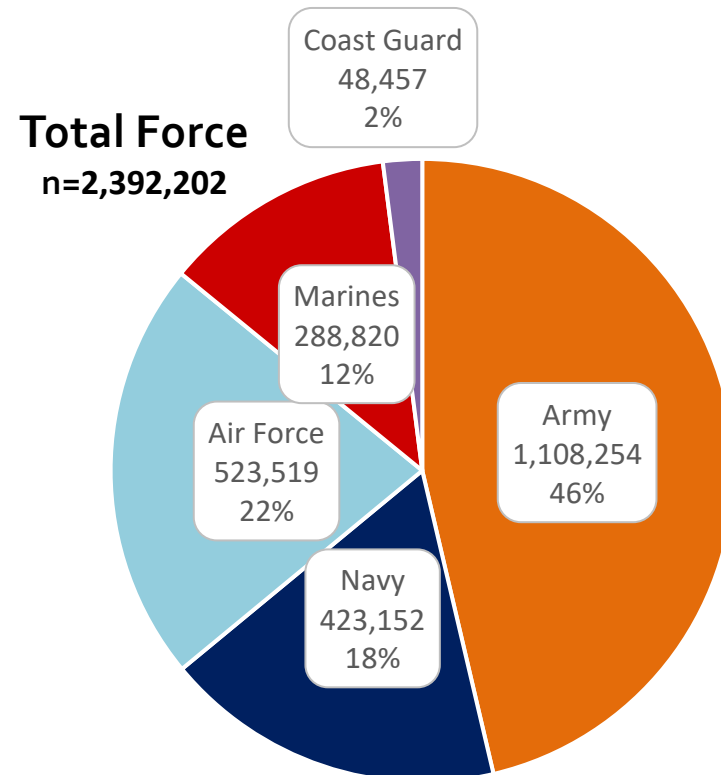
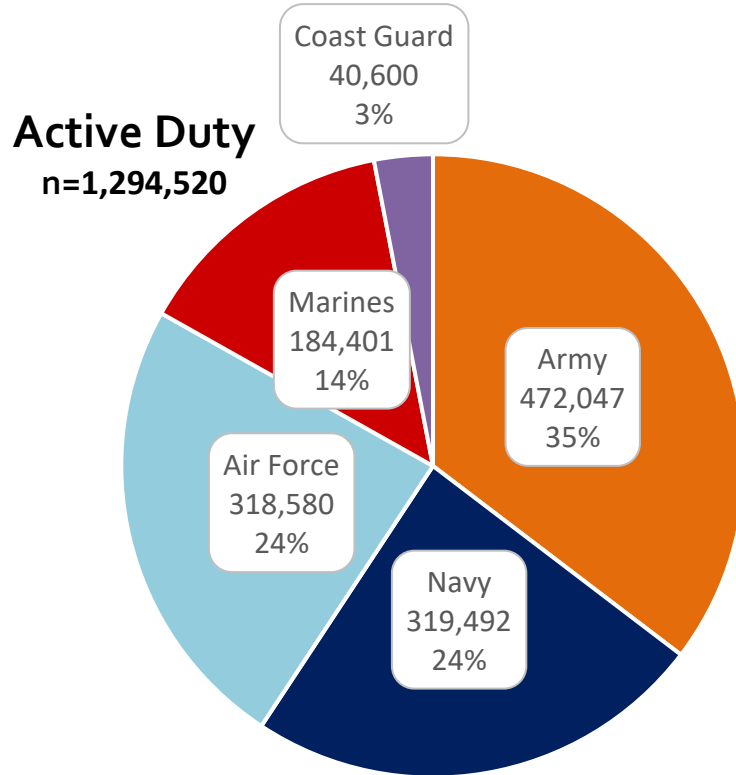
Unconscious Bias



<https://deploymentpsych.org/self-awareness-exercise>



The Basics: By the Numbers



The Basics: U.S. Army



The U.S. Army's mission is to fight and win our nation's wars by providing prompt, sustained land dominance across the full range of military operations (ground troops, armor, artillery, attack helicopters, spec ops, etc.)

Avg. Months Spent in Deployment

Army = 20.4 Marines = 16.4 Navy = 13 AF = 12 CG = 9.7



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The Basics: U.S. Air Force



The mission of the United States Air Force is to fly, fight and win—in air, space and cyberspace.



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The Basics: NAVY



The mission of the U.S. Navy is to maintain, train and equip combat-ready naval forces capable of winning wars, deterring aggression and maintaining freedom of the seas.



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The Basics: United States Marine Corps



As America's expeditionary force, the Marines are forward deployed to win our nation's battles swiftly and aggressively in times of crisis.



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The Basics: U.S. Coastguard



The mission of the United States Coast Guard is to ensure our nation's maritime safety, security and stewardship.



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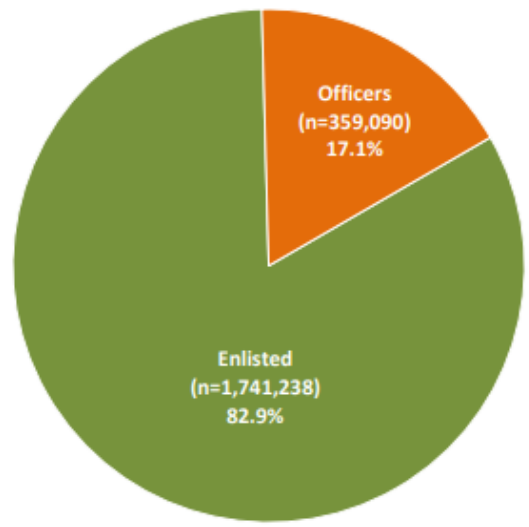
The Basics: United States Space Force



The USSF is responsible for organizing, training, and equipping Guardians to conduct global space operations that enhance the way our joint and coalition forces fight, while also offering decision makers military options to achieve national objectives. 19

The Basics: Rank and Hierarchy

Rank Structure DoD Only



OFFICERS											ENLISTED										
0-1	0-2	0-3	0-4	0-5	0-6	0-7	0-8	0-9	0-10	SPECIAL	E-1	E-2	E-3	E-4	E-5	E-6	E-7	E-8	E-9		
ARMY - AIR FORCE - MARINES											ARMY										
[Officer Insignia: Second Lieutenant (LT), First Lieutenant (LTJG), Captain (CPT), Major (MAJ), Lieutenant Colonel (LTJG), Colonel (COL), Brigadier General (BG), Major General (MG), Lieutenant General (LTJG), General (GEN), General of the Army (GA)]											[Army Enlisted Insignia: Private (PV1), Private (PV2), Private First Class (PFC), Specialist (SPC), Sergeant (SGT), Staff Sergeant (SSG), Sergeant First Class (SFC), Sergeant Major (SJM), Sergeant Major of the Army (SMA)]										
NAVY - COAST GUARD											MARINES										
[Officer Insignia: 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)]											[Marine Enlisted Insignia: Private (PV1), Private First (PFC), Lance Corporal (LCpl), Corporal (Cpl), Sergeant (Sgt), Staff Sergeant (SSgt), Gunnery Sergeant (GSgt), Master Sergeant (MSG), First Sergeant (1stSgt), Master Gunnery Sergeant (MSG/SG), Sergeant Major (SgtMaj), Sergeant Major of the Marine Corps (SgtMajMC)]										
W-1					W-2		W-3		W-4		W-5		AIR FORCE								
ARMY					NAVY - COAST GUARD		AIR FORCE														
[Warrant Officer Insignia: Warrant Officer (WO1), Chief Warrant Officer (CWO2), Chief Warrant Officer (CWO3), Chief Warrant Officer (CWO4), Chief Warrant Officer (CWO5)]					[Warrant Officer Insignia: Warrant Officer 1 (WO1), Chief Warrant Officer (CWO2), Chief Warrant Officer (CWO3), Chief Warrant Officer (CWO4), Chief Warrant Officer (CWO5)]		[Air Force Enlisted Insignia: Airman Basic (AB), Airman (Amm), Airman First Class (AFC), Senior Airman (SA), Staff Sergeant (SSgt), Technical Sergeant (TSgt), Master Sergeant (MSG), Senior Master Sergeant (SMSgt), Chief Master Sergeant (CMSgt), First Sergeant (1stSgt), Chief Master Sergeant of the Air Force (CMSAF)]														
MARINES											NAVY										
[Marine Warrant Officer Insignia: Warrant Officer (WO), Chief Warrant Officer (CWO2), Chief Warrant Officer (CWO3), Chief Warrant Officer (CWO4), Chief Warrant Officer (CWO5)]											[Navy Enlisted Insignia: 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), Master Chief Petty Officer (MCPO), Force or Fleet Command Master Chief Petty Officer (FCCM/FLCMC), Master Chief Petty Officer of the Navy (MCPON)]										
AIR FORCE											COAST GUARD										
[NO WARRANT]											[Coast Guard Enlisted Insignia: 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), Master Chief Petty Officer (MCPO), Command Master Chief Petty Officer (CMC), Master Chief Petty Officer of the Coast Guard (MCPG-CG)]										



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The Basics: Military Job MOS, AFCS, NEC

MOS = Military Occupational Specialty (Army, Marines)
AFSC = Air Force Specialty Codes (Air Force/Space Force)
NEC = Navy Enlisted Classification (Navy/Coast Guard)

MOS/AFCS/NEC = job the former military member performed

Suggested Questions:

- 1. What job did you do in the military?*
- 2. What was your MOS/AFSC/NEC?*
- 3. Did you enjoy the job you did in the military?*





Michigan is a Reserve and National Guard State!

- Part-Time- One weekend a month, 2-weeks a year
 - Often will leave families for longer than just one weekend a month and must attend schools that are sometimes months long
 - Negative Stereotypes:
 - “Just a weekend warrior”
 - “You’re not in the REAL Army, you’re just a reservist.”
- It is possible to have a full-time job in the National Guard/ Reserves
- Reservists must balance a work-military-life balance without the option of support that active duty receives
- Reservists must maintain a level of readiness & be always on-call for deployments





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**Thank You For
Your Service?**





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Thank You For Your Service?





Definition of “Veteran”

- Understanding the VA’s Utilization Management process is very complicated
 - Only a Veteran by VA’s definition is eligible for VA services
 - Barriers to accessing VA benefits
 - Discharge status
 - Era of Service
 - Needs Assessment

Basic Eligibility

If you served in the active military service and were separated under any condition other than dishonorable, you may qualify for VA health care benefits. Current and former members of the Reserves or National Guard who were called to active duty by a federal order and completed the full period for which they were called or ordered to active duty may be eligible for VA health benefits as well.

Minimum Duty Requirements

Reserves or National Guard members with active duty for training purposes only do not meet the basic eligibility requirement.

Most Veterans who enlisted after September 7, 1980, or entered active duty after October 16, 1981, must have served 24 continuous months or the full period for which they were called to active duty in order to be eligible. This minimum requirement may not apply to Veterans who were discharged for a disability incurred or aggravated in the line of duty, for a hardship or “early career” discharge prior to September 7, 1980. Since there are a number of exceptions to the minimum duty requirements, VA encourages Veterans to contact us to determine their enrollment eligibility.

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What Can You Do?



CUSTOMIZE YOUR
RESPONSE



TAKE A REAL INTEREST
IN OTHERS



DEVELOP QUESTIONS
AROUND THE BASICS



BE GENUINE



CALL / INVOLVE
SCCMHA'S VETERAN
NAVIGATOR



SAGINAW COUNTY
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Veteran and Military Family Navigator

Saginaw County Community Mental Health Authority

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Main Facility

500 Hancock, Saginaw, Michigan 48602

Phone: (989) 797-3400

Toll Free: 1-800-258-8678

Michigan Relay 711

24 Hour Mental Health Emergency Services

(989) 792-9732

Toll Free: 1-800-233-0022

www.sccmha.org





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