

SUBJ: DACOWITS RFI #4 - December QBM

FROM: USCGA, DPR -5

TO: DACOWITS Committee

THRU: Office of Diversity & Inclusion (DPR - 4)

IMPACT OF KEY INFLUENCERS ON SERVICEWOMEN'S CAREER PATHS

In accordance with DACOWITS' Terms of Reference, the Employment and Integration (E&I) Subcommittee will examine female officer experiences with key influencers while at the Military Service Academies (MSAs), Reserve Officer Training Corps (ROTC), or Officer Candidate School, that impact career selection into previously closed positions, such as special operations forces. In addition, the E&I Subcommittee will examine female enlisted experiences with key influencers that impact career selection into previously closed positions, such as special operations forces.

The Committee requests a **written response** from the **Army, Navy, Marine Corps, Air Force, Space Force, Coast Guard, and National Guard** on the following:

DACOWITS:

- a. Provide information on key influencers and recruitment efforts for female officers currently attending the MSAs and ROTC to pursue careers in special operations forces (SOF) and other previously closed career fields.
- b. Provide information on key influencers and mentoring efforts for enlisted women that impact career selection into SOF and other previously closed career fields, such as submarines and artillery forces.

CG Response:

- a. The Coast Guard Academy does not recruit for Special Forces or Deployable Specialized Forces (DSF).
 - a. The Coast Guard does not have any career opportunities that are closed to female personnel, officer or enlisted. The Coast Guard also does not have what is considered Special Operational Forces within the service. The Coast Guard does have DSFs, but the requirements of these units do not qualify as Special Operations Forces. In addition, Coast Guard DSF units have never been restricted as male only units.
- b. In August 1978, the incoming commandant, John Hayes, announced that "all personnel restrictions based solely on sex would be lifted," thereby opening all enlisted ratings and career specialty paths to women. Today, opportunities to connect with key influencer mentors are now available in the palm of member's hands. The Coast Guard Mentoring

Program plays a pivotal role in shaping the career paths of Coast Guard servicewomen by leveraging app-enabled software to match rising talent with key mentors, often high-ranking officers and senior enlisted leaders. Women are proportionately enrolled at a higher rate (28%) in the Mentoring Program than are represented in the Coast Guard as a whole (18%). The Coast Guard Mentoring Program, now with over 3300 members, has removed geographic boundaries and offers the opportunity for all members to connect with professional experienced mentors globally. Multiple mentoring formats leverage the software’s capability to not only provide mentoring, but also the opportunity to network with other women across career fields. The program fosters a sense of community and belonging, combating the isolation that can be common in small remote units. Custom filtering options and matching algorithms offer women in the Coast Guard the opportunity to connect with those they otherwise may not have met.

SUSTAINABILITY

- The Office of Leadership (DPR-5) manages the Coast Guard Mentoring Program, which has been officially funded for two positions, a Program Manager (GS-13) and a Program Data Analyst (E-6). The Program Manager oversees, manages, and continuously evolves the platform to improve the program, meeting the Coast Guard’s strategic goals. The Data Analyst provides reports on the health of the mentoring program, using group and individual metrics, so that the organization can make data-based decisions regarding program improvements.

Results

A suite of on-demand business analytics in the mentoring program software allows the Coast Guard to pull data on demand to support reporting metrics and reviewing ROI.

- Female enrollment (28%) and URM enrollment for most populations exceeds CG workforce representation as a whole.
- 156 communities, including each Officer Specialty and Enlisted Rating for our personnel to network, connect and share resources.
- Women’s Leadership Initiative represents the largest affinity group in the program with 255 members or 8%.

Promotion Impact

- 23.7 % of Enlisted females in the mentoring program advanced in FY2023.
- 25.4% of female Commissioned Officers in the Coast Guard Mentoring Program promoted in FY2023.

Mentoring Program Survey data reflect direct impact to retention and satisfaction of the program.

	Very Likely	Likely	Neutral	Less likely
My desire to stay in the Coast Guard	43.37%	26.32%	26.32	0.0%

The support I'm provided for career growth	63.16%	31.58%	5.26%	0.0%
Interest in affinity groups	26.32%	36.84%	36.84%	0.0%
My interest in networking with others in the Coast guard	68.42%	26.32%	5.26%	0.0%

* Currently over 3307 members enrolled with 916 being female members