

RFI Category and Number: Gender Discrimination, RFI #9

RFI Question:

In 2019, the Committee recommended the Secretary of Defense “establish a DoD policy that defines and provides guidance to eliminate conscious and unconscious gender bias” with a view to tackling the bias that has impeded servicewomen’s promotion and advancement opportunities. The Committee continues to be interested in the gender barriers servicewomen confront during their service. Women in the military and across all industries have historically lagged behind men in career progression opportunities and promotion rates, and women in male-dominated industries (such as the military) typically encounter even greater barriers and resistance to career progression. Gender bias is among the barriers that servicewomen have and continue to experience in their career progression.

To better examine whether potential remedial measures should be undertaken, such as eliminating gender indicators, the Committee requests a written response from the Defense Department, Army, Navy, Marine Corps, Air Force, Space Force, and Coast Guard on the following:

- a. Military Services: Promotion results in 2010, 2015, 2020 and 2022:
 - i. by gender, grade, occupational specialty/MOS/community, number and percentage of males/females considered;
 - ii. by gender, grade, occupational specialty/MOS/community, number and percentage of males/females selected for enlisted (E-7 thru E-9) and officer (O-4 thru O-6) competitive promotion selection boards; and
 - iii. the top 5 gender promotion variances by MOS/rating, for enlisted (E-7 thru E-9) and officer (O-4 thru O-6).
- b. Military Services: Identify the trends and compare promotion rates of females and males by occupational specialty/MOS/community to the degree possible. In other words, in what occupational areas do servicewomen’s promotion rates lag behind servicemen?
- c. Navy: Identify what gender information was removed from officer selection board records, when removed, and from which documents within the file, i.e. on some or all documents in the selection folder. Are gendered pronouns visible in any of the documents found in the promotion record file (e.g. on award citations); if so, on which documents.
- d. Defense Department: Provide the report and findings of the Institute of Defense Analysis study commissioned regarding bias removals including gender-specific biases.

RFI Response 9a (i):

The information is contained within the documents provided; attached spreadsheets contain the same data to answer RFIs for “i”, “ii”, and “iii”.

RFI Response 9a (ii): Documents attached

RFI Response 9a (iii):

The information is contained within the documents provided; attached spreadsheets contain the same data to answer RFIs for “i”, “ii”, and “iii

RFI Response 9b:

The information is contained within the documents provided; attached spreadsheets contain the same data to answer RFIs for “i”, “ii”, and “iii

RFI Response 9c:

No gender information was removed from officer selection boards. Gender information may be visible in a member’s record in Fitness Reports, Awards, and indirectly on anything which has a gender common name. The member reviewing a record could see this type of information but does not mean gender specific information is openly presented in the tank where the vote takes place. Member’s names are visible in the voting tank and it is possible a briefer states a specific pronoun as it relates to the member. This was briefed to DACOWITS in December 22.

Hours Expended Answering this RFI: 40

POC or office responsible: N13