

**SUBJ:** DACOWITS RFI #1 - September QBM

**FROM:** USCG Office of Diversity & Inclusion (CG-127)

**TO:** DACOWITS Committee

**Women's retention**

The committee has been examining the overall numbers of women in the military, as well as by race and ethnicity. After conducting an analysis of the data that the Defense Manpower Data Center (DMDC) provided in March 2019, the Committee noted that some Services had significant increases in areas compared to other Services. The Committee also noted a lack of female representative among senior women in many of the Services. The percentage of women in the Services overall is disproportionate to the total number of women in the United States. [Please refer to Infographic available for download on the DACOWITS home page, located under 'quick links'.]

The Committee requests a **written response** from each of the **Military Services** utilizing the data provided to the Committee in March 2019 (refer to Infographic):

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**DACOWITS:**

- a. To all Services, to what do you attribute the disparity in the percentage of total women to your total force, as compared to the population of the country?
- b. To what does the Navy attribute the 5% improvement in the numbers for all women between 2008-2018?
- c. To what does the Coast Guard (5%), Marine Corps (13%) and the Air Force (11%) attribute their gain in Hispanic women between 2008-2018?
- d. To what does the Army attribute the high number of racially diverse (65%) senior enlisted women in 2018?
- e. To all the Services, to what do you attribute the overall low percentage of senior women officers (O-7 and above), and even lower or non-existent percentages of senior women officers with ethnic or racial diversity?

**CG Response:**

- a. The Coast Guard commissioned the Women's Retention Study and Holistic Analysis by the Homeland Security Operational Analysis Center in 2017. The results were published in 2019 under the title "Improving Gender Diversity in the U.S. Coast Guard by the—Identifying Barriers to Female Retention." According to the study, the barriers to female retention in the United States Coast Guard were identified as the following:

- a. Work Environment Factors: leadership, gender bias or discrimination, weight standards, sexual harassment and assault, and workload and resource issues.
- b. Career Factors: advancement, assignments and civilian opportunities.
- c. Personal Life Factors: spouses and partners, children, pregnancy, breastfeeding support and other personal life factors.

b. N/A.

c. During the 2008-2018 timeframe, the Coast Guard focused recruiting efforts on women and racial/ethnic minorities, however, we have not conducted an analysis to directly attribute the increase in Hispanic women to this recruiting effort.

d. N/A.

e. The overall low percentage of senior women officers (O-7 and above) can be attributed to the barriers to female retention identified by the Women's Retention Study and Holistic Analysis. Again, the barriers to female retention in the United States Coast Guard were identified as the following:

- a. Work Environment Factors: leadership, gender bias or discrimination, weight standards, sexual harassment and assault, and workload and resource issues.
- b. Career Factors: advancement, assignments and civilian opportunities.
- c. Personal Life Factors: spouses and partners, children, pregnancy, breastfeeding support and other personal life factors.

The study was not broken down by race, so we are unable to identify specific reasons for the lower percentages of senior women officers with ethnic or racial diversity.