

21 August 2019

## INFORMATION PAPER

Subj: DACOWITS' RFIS FOR AUGUST 2019 - RFI #1 RESPONSE

Ref: INTANGIBLE BENEFITS IN THE COMPOSITION OF THE MARINE CORPS: AN OCCUPATION-BASED FRAMEWORK

1. Purpose. To provide the Defense Advisory Committee on Women in the Services (DACOWITS) a written response to RFIs #1a and #1c, written as follows:

1a. "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?"

1c. "To what does the Coast Guard (5%), Marine Corps (13%) and the Air Force (11%) attribute their gain in Hispanic women between 2008-2018?"

2. Key Points

**RFI #1a Response:** (MCRC note: **RFI #1a** response is supported by the January 2019 Naval Postgraduate School published study titled *Intangible Benefits in the Composition of the Marine Corps: An Occupation-Based Framework*, by Dr. Marigee Bacolod and Dr. Chad Seagren)

Propensity. The vast majority of civilian women do not choose to work in industries that are like the majority of Marine jobs. When comparing MOSs to civilian equivalent jobs, specifically combat arms, female representation currently sits at or below 5%. When comparing physically demanding and dangerous jobs outside of the military such as firefighters, smokejumpers, and Special Weapons and Tactics (SWAT) teams, which are professions that have been open to females for decades, it is revealed that those jobs have very few females: 4% firefighters, 7% smokejumpers, and virtually none in SWAT teams. The Marine Corps' organization is disproportionately weighted toward civilian occupation equivalents with low female representation. Please refer to the reference for a published study on this subject.

**RFI #1c Response:** Propensity and direction. The Marine Corps has and will continue to access the highest quality youths our nation has to offer. Our mission is to find, screen, and access men and women of high ethical character, sharp intellectual aptitude, and utmost psychological and physical ability, while aligning our diversity recruiting efforts with the DoD's Diversity and Inclusion Strategic Plan. The increase in the percentage of Hispanic women in the Marine Corps over the past decade is due to an increasing percentage of the high quality women accessed during this period who happened to be Hispanic, or of Hispanic descent.

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MANPOWER PLANS AND POLICY DIVISION COMMENTS on DON TRACKER 2019-  
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Subj: DACOWITS RFI FOR SEPTEMBER 2019, RFI 1e

1. DACOWIS RFI for September 2019, 1e, requests an answer to the following question: "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?"

2. RFI #1e Response: Availability.

a. Per the data provided by the Defense Manpower Data Center (DMDC) in March 2019, 10% of O-1s in 2018 were female. Looking at the promotion trend, the percentage of female officers decreases from 10% of O-1s to 3% of O-6s with 2% O-7s, 0% O-8s, 1% O-9s and 0% O-10s. This trend is likely reflective of a smaller pool of female officers available for promotion at the past time frame required to be an O-7 or above at present. In addition, all Marine Officers may request not to be considered for slating as a commander, which may further reduce the available promotable population.

b. When looking at female officers who were racial minorities in 2018, 19% of O-1s who were female were also racial minorities. Per the DMDC data, 1.9% of Marine Officers are ethnically or racially diverse females. The low or non-existent percentages of senior women officers with ethnic or racial diversity are a function of these low quantities.

c. In 2018, 369 Marine Officers (362 male and seven female) were considered for promotion to O-7. Of those, 10 were selected for promotion. Nine male officers were promoted and one female officer was promoted.

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