

DACOWITS' RFIs for September 2020

GENDER INTEGRATION IMPLEMENTATION PLANS

(E&I)

Since 1951, one of DACOWITS' principle concerns has been the integration of women into the Armed Forces. In December of 2015, the SecDef approved the opening of all previously closed units, occupational specialties, positions, and training to women. The Military Services' gender integration implementation plans were subsequently approved in 2016. In 2017, DACOWITS recommended that SecDef "direct the Military Services to share lessons learned and best practices on the progress of their gender integration implementation plans and to communicate strategically that progress with the members of their Services as well as the general public." DACOWITS commends the Military Services on continuing to update their integration plans and the steady progress that has been made on gender integration since all positions were opened to women. However, despite the progress that has been made, the Committee still has areas of concern surrounding the Military Services' progress in both implementing and effectively communicating gender integration plans.

1

The Committee requests a **briefing** from the **Office for Diversity, Equity and Inclusion (ODEI)** on its role in the strategic oversight for the Military Services' gender integration implementation plans. Specifically, the Committee is interested in:

- a. Metrics, trends, and timelines that measure the implementation of efforts underway to advance opportunities for women to serve in combat roles previously closed. Please break out by appropriate category (i.e., training, equipment, operations, leadership roles, etc.).
- b. Any efforts that lag implementation timelines and the plan to correct.
- c. How ODEI interacts with relevant policy holders across DoD to ensure gender integrations plans offer consistency across DoD?
- d. Shortfalls in resources that enable full support of plans for timely integration.
- e. Reports to Congress that outline the status of implementation plans and requirements.
- f. Focus areas related to gender integration for ODEI over the next 2-5 years.

GENDER INTEGRATED MARINE CORPS' RECRUIT TRAINING

(E&I)

In 2019, the Committee repeated its 2018 continuing concern regarding Marine Corps recruit training. Full gender integration across military occupations and positions relies on integration at all levels of training. DACOWITS believes initial training is foundational to Service members' readiness. Although the Committee is encouraged by the Marine Corps' movement toward integration, we stand by the concerns documented in the 2018 and 2019 DACOWITS reports and will continue to monitor efforts to integrate women within Marine Corps recruit training.

2

In the written response provided in [June 2020](#), the Marine Corps made the following statement: "It will require significant time to create the required amount of female Drill Instructors." The Committee requests an update via a **written response** from the **Marine Corps** on the status of gender integration at recruit training and the plan to achieve the Congressional mandated suspense dates. In addition, the Committee requests the following information on enlisted recruit training Drill Instructor (DI) roles:

- a. What is the desired ratio of female/male DIs?
- b. What is the ratio of recruits per DI?
- c. Provide a gender/rank breakdown of DI assignments for the last 10 years. Of note, the Committee is interested in trends.
- d. What is the process to apply and selection requirements for DI positions?
- e. Provide gender/rank attrition data from DI school/training for the last 10 years.

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WOMEN IN AVIATION

(E&I)

In 1991, Congress lifted the ban on women flying in combat aircraft. For the last two decades women's participation in the field of aviation has increased. Today, women can fly every type of military aircraft, however, only a handful have become high ranking military officers. For example, in the Air Force, women only make up six percent of pilots. In 2019, former Secretary of the Air Force Heather Wilson told the Senate Armed Services Committee that while the Air Force has no problem finding Airmen who want to learn how to fly, there is a disproportionately low presence of women among those volunteering. For 2020, the Committee has been examining the status of women serving in aviation.

3

The Committee requests a **written response** from **Military Services (to include the Coast Guard)** on the following:

- a. The total number broken out by gender/rank of Service members selected for pilot training in FY09 through FY19, as well as a breakout by accession source.
- b. Data on the attrition rates during flight training broken out by gender/rank and the top four reasons (if available) for FY09 through FY19.
- c. Data on the total number and percentage of Service members completing initial flight training broken out by gender/rank for FY09 through FY19.
- d. Minimum service obligations for Service members who graduate from initial flight training and any recent or pending changes that have been made.

CAREGIVER SABBATICAL

(WB&T)

The Committee continues to be interested in the enhancement of the Military Services' sabbatical programs to help encourage the retention of servicewomen.

4

In [March 2020](#), the Committee was briefed by the Military Services on the status of their Primary Caregiver Leave policies. During the briefing, the Marine Corps panelist shared that their Service was reviewing and considering the implementation of a one-year sabbatical following the birth or adoption of a child. In [June 2020](#), the Committee requested a written response from the Marine Corps on the status of this initiative and was told the Marine Corps is still in the process of developing options for a Commandant decision no later than July 2020. The Committee requests a **written response** from the **Marine Corps** on the status of this initiative.

5

In [March 2020](#), the Committee received briefings from the Military Services on the status of the Career Intermission Program (CIP) and Temporary Separation (TEMPSEP) program. As a follow-up, the Committee is requesting a more comprehensive overview of the data that was provided, similar to the Army.

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

- a. **Air Force:**
 - i. Female officer and enlisted breakout of the 111 total female participants;
 - ii. Number of women who cited family and/or childcare reasons for their CIP participation; and
 - iii. The length of time taken by female participants. For example: 90 servicewomen took 1-year, 10 servicewomen took 2-years, and 11 servicewomen took 3 years.
- b. **Coast Guard:** Gender breakout for number of women citing family/child care reasons and did all request a one year absence? Also, based on slide 6 from the March briefing, we calculated 45 members returned to active duty and, of those, 31 were female – is that accurate?
- c. **Marine Corps:**
 - i. Female officer and enlisted breakout of the 6 total female participants;
 - ii. Number of women participants and total number of all participants citing family and/or childcare reasons for CIP; and
 - iii. The time taken by each of the female participants citing family and/or childcare reasons. For example: Three servicewomen took 1-year, 15 servicewomen took 2-years, and one servicewoman took 1-year.
- d. **Navy:** Female officer and enlisted breakout of the 124 total female participants.

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PREGNANCY DISCRIMINATION

(WB&T)

In 2019, the Committee recommended that the Secretary of Defense “direct the Military Services to develop and implement policies that ensure a servicewoman’s career is not negatively affected as a result of pregnancy.” At that time, only the Navy and the Marine Corps had specific language within their policies barring any adverse impacts on pregnant servicewomen’s careers. With the continued persistence of negative attitudes toward pregnancy and pregnant servicewomen in the military, the Committee remains concerned that servicewomen who are pregnant may experience negative impacts on their career progression, as expressed during focus groups and in public comments provided to the Committee.

6

In [March 2020](#), the Committee received a public comment regarding pregnancy discrimination and recommended updates to the DoDD 1020.02E, Diversity Management and Equal Opportunity in the Department of Defense, and DoDD 1350.2, Department of Defense Military Equal Opportunity (MEO) Program. The Committee requests a **briefing** from the **Office for Diversity, Equity, and Inclusion (ODEI)** on the status of any pending updates to these directives and whether they will incorporate pregnancy discrimination language.