

DACOWITS' RFIs for December 2018

CONSCIOUS AND UNCONSCIOUS GENDER BIAS

(R&R)

The Committee believes the Military Services should be focused on understanding and eliminating conscious and unconscious gender bias. The Committee is aware of some actions that have been or are currently being undertaken in this regard. For example, the Air Force Academy updated the Airmen hymn and the wording at the base of the ramp leading to the cadet area reading “Bring Me Men” with more gender-inclusive wording reflective of their core values. In October 2018, Marine Corps’ leadership publicly stated they will be conducting an internal review of doctrinal publications for language indicative of gender bias to strip unnecessary masculine pronouns and other indicators of gender bias out of its foundational publications within the next 24 months. Additionally, the Committee heard from the Marine Corps that academic research on unconscious bias is being provided to some Marine leadership.

1A	<p>The Committee requests a briefing from the Office for Diversity, Equity, and Inclusion on any ongoing initiatives, training, studies, policy/guidance, or assessments pertaining to conscious and unconscious gender bias throughout the Department of Defense.</p> <p style="text-align: right; color: red;">RFI on Hold</p>
1B	<p>The Committee requests a written response from each of the Military Services on what actions have been taken to assess and mitigate conscious and unconscious gender bias and language, to include but not limited to: regulations/policy review; educational and training materials updates; and song/cadence appropriateness. If no assessment/actions have been taken, what is your Service plan to complete a review?</p>
2	<p>The Committee requests a written response from each of the Military Service Academies on whether a review/assessment has been conducted to determine whether any wording, songs, statues, portraits, or other materials/artifacts contain language or depict explicit or implied gender bias? If so, what was the outcome of the review/assessment and what follow-on actions will your academy take to eliminate or mitigate any conscious or unconscious gender bias, if necessary? If not, do you have a plan/date to complete a review/assessment?</p>
3	<p>The Committee requests a written response from each of the Military Services on:</p> <ol style="list-style-type: none"> a. Does your Service use gaming technology for recruitment? If so, provide access instructions. b. Describe if and how your Service’s recruiting gaming technology reflects fair gender representation? c. Has the game been assessed to determine if the programming contains instances of unconscious gender bias? If so, what were the results? d. Are recruiters provided education on unconscious bias? If so, what does the training entail? If not, what are the plans to include training on unconscious bias?
4	<p>The Committee requests a literature review from the Research Contractor on conscious and unconscious gender bias.</p> <ol style="list-style-type: none"> a. What is the academic foundation of conscious and unconscious gender bias? b. Is there media coverage of this and if so, in what context does the media cover the topic? c. How has gender-inclusive wording been adapted in the U.S. and foreign militaries? d. How has gender-inclusive wording been adapted in the U.S. commercial workplace? e. Is there indication that conscious and unconscious gender bias may exist in U.S. military recruiting and marketing efforts?

DACOWITS' RFIs for December 2018

FEMALE CHAPLAINS (R&R)	
<p>The Committee first studied female chaplains in 2006. The Committee revisited this study area in 2015 and 2016, and conducted focus groups with Service members in the spring of 2016. In 2016, the Committee recommended that the Secretary of Defense “<i>examine the unchanged percentage of women since 2006 in the Chaplain Corps,</i>” and “<i>establish clear oversight of Services’ Chaplain Corps and set guidelines for increasing the diversity of the Chaplain Corps.</i>”</p>	
5	<p>The Committee requests a written response update from the Air Force, Army, and Navy Chaplain Corps on:</p> <ul style="list-style-type: none"> a. Efforts to recruit and thereby increase the percentage of women in the Chaplain Corps. b. Efforts to retain female chaplains (e.g., professional development opportunities, conferences, programs, broadening assignments, mentorship, etc.). c. Statistics on promotion rates of male and female chaplains over the last ten years. <p style="text-align: right; color: red;">Tentatively shifted to March 2019</p>
WOMEN’S RETENTION (R&R)	
<p>The Committee has received briefings from the Department that validate the Military Services are losing women disproportionately to men at various career points. Senior leaders have expressed concern that as the Military Services work to attract more women this attrition will result in a disproportionate impact to mission readiness if left unresolved. In 2017, the Committee recommended that the Secretary of Defense “<i>direct the development and adoption of an exit survey or surveys to assess why the attrition level for women is higher than that for men at various career points.</i>”</p>	
6	<p>The Committee requests a briefing from each of the Military Services* on the status of exit surveys:</p> <ul style="list-style-type: none"> a. How is the exit survey structured? b. Does the survey differentiate the reasons why men and women leave the military? c. Does the survey differentiate between career fields? d. Is the survey data releasable yet? If so, please provide. If not, when are the findings projected to be released? <p style="text-align: right; color: red;">Tentatively shifted to June 2019</p>
INSTRUCTOR CADRE (E&I)	
<p>In 2018, the Committee collected qualitative research from Service members on the influence instructors/trainers have at initial entry training, professional military education, leadership schools, or other types of military schooling. The Committee is interested in the gender representation of instructors/trainers throughout the training pipeline.</p>	
7	<p>The Committee requests a briefing from each of the Military Services* to address the following questions:</p> <ul style="list-style-type: none"> a. What is the gender representation of instructors/trainers throughout the training pipeline? Provide statistics. <ul style="list-style-type: none"> i. Basic training for enlisted ii. Follow-on courses for enlisted (e.g., rating/military occupational specialty -- specific skill sets) iii. Commissioning programs for officers (e.g., Reserve Officer Training Corps; Officer Candidate School; Military Service Academies) b. What is the tracking mechanism to follow the career progression of instructors/trainers (i.e., designator/identifier)? Provide details. c. What is the strategic plan to assign women as trainers and specialty instructors throughout the training pipeline, to include fields previously closed to women?

* Panel Style Format

R&R = Recruitment & Retention Subcommittee

E&I = Employment & Integration Subcommittee

WB&T = Well-Being & Treatment Subcommittee

DACOWITS' RFIs for December 2018

PHYSICAL FITNESS TESTS

(E&I)

In 2017, the Committee studied physiological gender differences and remains interested in the different approaches each of the Military Services are utilizing to manage physical fitness testing. The Committee recognizes that some of the Military Services are in the process of making substantial changes to their physical fitness testing programs. The Committee is concerned that some of these changes may disproportionately impact servicewomen.

8

The Committee requests a **briefing** from each of the **Air Force, Army, Marine Corps and Navy*** to address the following:

- a. What are the physical fitness test requirements for your Service?
- b. How are the physical fitness tests graded?
- c. What physiological science went into determining the requirements and scoring of physical fitness tests?
- d. When was the last time the physical fitness test was changed? What prompted the change?
- e. Are there any changes coming to the physical fitness test in the near future?
- f. How are the physical fitness tests related to promotions?
- g. Are physical fitness test scores reflected on performance evaluations? If so, provide details (e.g., actual score, pass/fail, coding, etc.).

CHILDCARE RESOURCES

(WB&T)

Comprehensive childcare has been an ongoing challenge for Service members and has been highlighted as such by DACOWITS for more than 35 years. With the anticipated increase in the number of women joining the Military Services, the Committee anticipates there will be an increase in the demand for childcare resources. Most recently in 2017, the Committee recommended that the Secretary of Defense “*expand affordable, quality childcare resources and offer more 24-hour options to Service members to meet increasing demands.*” In October 2018, the ongoing lack of childcare availability resurfaced in the news, emphasizing the increased strain on military families and impacts to unit operations.

9

The Committee requests a **briefing** from the **Office of Military Community and Family Policy** on the following:

- a. Status on the expansion and availability of on-base childcare facilities (CONUS and OCONUS).
- b. Status on the expansion and availability of 24-hour facilities (CONUS and OCONUS).
- c. Status on the expansion and availability of alternative childcare resources (CONUS and OCONUS).
- d. Status of online enrollment pilot program.
- e. Status of daycare credentialing by Service.
- f. Status of cost mitigating strategies (i.e., subsidies).
- g. Status of state laws that continue to effect childcare hours and availability on federal installations.

DACOWITS' RFIs for December 2018

BREASTFEEDING AND LACTATION SUPPORT

(WB&T)

In June 2015, the Committee received a briefing from the Military Services on the status of their breastfeeding policies. In September 2015, OSD Health Affairs provided a briefing on how breastfeeding policies in the military differ from those of the civilian sector. Additionally, in September 2015, the Committee's research contractor conducted a literature review on laws which protect the rights of nursing mothers in the workplace (e.g., time provided and type of space). In 2015, the Committee recommended that *"given the importance of breastfeeding to healthy children and mothers, the Department of Defense should require the Services to increase the number and quality of lactation rooms available throughout the Military Services."* Of note, the Army released their initial breastfeeding policy in November 2015. Ongoing concerns surrounding the challenges military moms face while trying to breastfeed and pump on duty made national news in October 2018, with an emphasis on the notable differences between the Services' policies.

10

The Committee requests a **briefing** from the **Military Services*** on the following:

- a. Describe your Services' breastfeeding policy and state when it was last updated.
- b. Describe the methodology that was used to design this policy (e.g., supporting medical research).
- c. What programs exist to support lactation in the workplace?
- d. Does your Service provide servicewomen a shipping subsidy to assist with the transportation of breastmilk back to their child while they are TAD/TDY?
- e. How does your Service ensure units adhere to the policy (e.g., time and a clean lactation space)?
- f. In terms of postpartum physical fitness testing, what methodology was used to design this policy? Does the timeline support breastfeeding mothers (e.g., the American Academy of Pediatrics (AAP) recommends exclusive breastfeeding for the first six months of a baby's life, followed by breastfeeding in combination with the introduction of complementary foods until at least 12 months of age)?