

## INFORMATION PAPER

DAPE-MPC  
24 November 2018

### **SUBJECT: RFI #1B Conscious and Unconscious Bias**

1. **Purpose.** To provide a current update on the Army's actions to assess and mitigate conscious and unconscious gender bias in response to the Defense Advisory Committee on Women in the Service (DACOWITS) requests for information for the 11-12 December 2018 Quarterly Business Meeting.

### 2. **References.**

a. AR 25-30 (Army Publishing Program)

b. DA PAM 25-40

3. **Request for Information.** What actions has the Army taken to assess and mitigate conscious and unconscious bias and language?

a. Regulations/Policy Review.

All Army regulations and policies adhere to DA PAM 25-40, paragraph 3-3, Neutral language, which states:

"Most Army publications apply to both men and women. To write in neutral language, use gender-neutral terms instead of gender-specific ones.

a. Do not specify gender unless it is necessary. When the publication applies to both men and women, avoid using terms or phrases that apply to only one gender. For example, do not write "officers and their wives." Instead, write "officers and their spouses." At times, the writer must use gender-specific wording. For example, if writing about uniforms for female Soldiers, use gender-specific feminine pronouns.

b. Reword sentences to remove gender-specific pronouns as in the following examples:

(1) Gender specific. The commander may not direct that an evaluation be changed. He may not use command influence to alter an honest evaluation.

(2) Neutral. Commanders may not direct that an evaluation be changed. They may not use command influence to alter an honest evaluation.

c. Use variations of "he" or "she" when a singular pronoun is needed to refer to both genders as in the following examples:

(1) Gender specific. The rated officer will perform each assigned or implied duty to the best of his ability.

(2) Neutral. The rated officer will perform each assigned or implied duty to the best of his or her ability."

b. Education and Training Materials.

All Army education materials adhere to DA PAM 25-40.

c. Song/cadence appropriateness.

The Army instituted a policy in the mid-1980s that prohibited sexist and racist language in cadences. In 2008, the United States Military Academy changed the lyrics of "The Corps" to gender neutral terms. Since May 2013, only the gender-neutral first verse, chorus, and refrain of "The Army Goes Rolling Along" are sung at official functions.

d. Service plan to complete a review.

The Army currently has no on-going or planned reviews of conscious and unconscious bias other than mentioned above.

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