

## INFORMATION PAPER

AMRDEC-S3I  
2 November 2018

### **SUBJECT: RFI #3 Conscious and Unconscious Bias – Gaming Technology**

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 Council on Women in the Service (DACOWITS) requests for information for the 11-12 December 2018 Quarterly Business Meeting.

2. **References.** N/A

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

a. Does your Service use gaming technology for recruitment? If so, provide access instructions.

Response: The U.S. Army delivers a free game to the public called America's Army. See enclosure for details. The game is available for free on the Sony PlayStation Store as well as from Steam. Access instructions are located on [www.americasarmy.com](http://www.americasarmy.com).

b. Describe if and how your Service's recruiting gaming technology reflects fair gender representation?

Response: Soldiers in America's Army are represented by a male model. The model is in full gear so the only portion that distinguishes the gender is the face. The models represent multiple ethnicities. When the game was developed, female Soldiers were not allowed in the infantry which is why they are not present in the current game. The game was launched in 2013 and has not had a major update since the Army changed its policies on female Soldiers in the infantry career field. The America's Army Game's storyline is told through a series of comic books where female soldiers were represented in all ranks. In addition, as soon as the Army updated its policies on female Soldiers in previously closed career fields, it was reflected inside the US Army Career Navigator within a couple of months. Career Navigator is an informational mobile app that exposes the public to all military occupational specialties (MOS) and their requirements.

c. Has the game been assessed to determine if the programming contains instances of unconscious gender bias? If so, what were the results?

Response: No the game has not had this assessment.

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?

Response: Recruiters receive the same training the Army does with respect to gender bias (Equal Opportunity training). Recruiters do not receive additional training for gender bias.

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