

SUBJ: DACOWITS RFI #2

FROM: Coast Guard Academy

TO: Office of Diversity and Inclusion (CG-127)

CONSCIOUS AND UNCONSCIOUS GENDER BIAS

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.

The Committee requests a **Written Response** from the Military Service Academies.

DACOWITS:

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?

CG Response: