

19 Nov 18

INFORMATION PAPER

Subj: DEFENSE ADVISORY COMMITTEE ON WOMEN IN THE SERVICES  
(DACOWITS) DECEMBER QUARTERLY BUSINESS MEETING 2018,  
RFI #1B

1. Purpose. To provide DACOWITS with the requested information regarding the Marine Corps unconscious bias actions.

2. Request for information

- "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?"

3. In 2016, the Secretary of the Navy and the Commandant of the Marine Corps approved changes to nineteen MOS titles to reflect gender neutrality. Per MARADMIN 342/16 entitled, "Military Occupational Specialty Renaming," the Marine Corps made a comprehensive review of all Military Occupational Specialty (MOS) titles. The MARADMIN directs all Programs of Instruction, references, websites, social media, and correspondence to reflect these MOS title changes.

4. Marine Corps has reviewed its formal schools' curriculum for the inclusion of unconscious bias concepts. Further evaluation and strategy development is currently underway with the focus of updating existing education and training assets with unconscious bias instruction and supporting materials where appropriate.

The Marine Corps is pursuing the inclusion of an unconscious bias curriculum in every level of professional development from Entry Level Training (ELT) to Top Level School (TLS). Currently, The Basic School (TBS) instructors receive unconscious bias instruction during their orientation and refresher training sessions. TBS is also beginning to integrate unconscious bias concepts within its leadership curriculum.

The newly selected flag/general officers and Senior Executive Service members receive unconscious bias training at their

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Senior Executive Equal Opportunity Seminar (SEEOS) during their  
Brigadier General Select Orientation Course (BGSOC).

5. Unconscious bias training and education will be implemented  
by academic year 2019 throughout the Training and Education  
Command (TECOM) major subordinate commands. Concepts in  
unconscious bias are in process of being integrated into periods  
of instruction as well as faculty and staff training. At the  
Recruit Training Commands, both the Drill Instructor and Series  
Commander courses will provide unconscious bias training.

The Marine Corps does not have a specific regulation for  
monitoring songs or cadences. The Marine Corps does hold  
Commanders responsible for their command climates, which  
includes cultivating an environment of dignity, respect, and  
trust in accordance with MCO 5354.1E, Marine Corps Prohibited  
Activities and Conduct (PAC) Prevention and Response Policy.

Prepared by: Mrs. Theresa M. Velazquez, MPE, M&RA / 703-784-9390  
Approved by: Colonel Anthony J. Bianca, Head, MPE, M&RA / 703-  
784-9371