



NATIONAL GUARD BUREAU DACOWITS QBM DECEMBER 2023 RFI #2

RFI #4. Over the last decade, DACOWITS examined women's career progression, resulting in numerous recommendations. In December 2015, the Secretary of Defense (SecDef) opened all remaining occupations and positions to women with no exceptions. As a result, the Defense Department opened approximately 213,600 closed positions and 52 closed military occupational specialties to women for the first time. Afterwards, the SecDef directed the Secretaries of the Military Departments and Chiefs of the Military Services to provide their final, detailed Gender Integration Implementation Plans no later than January 1, 2016. Once approved, the Military Services were tasked with executing their plans by April 1, 2016. The Committee continues to observe modest increases in the percentage of women joining the military and consistently low rates of women entering previously closed positions, such as special operations forces.

The Committee requests a **written response** from the **Army, Navy, Marine Corps, Air Force, Space Force, Coast Guard, and National Guard** on the following:

a. Provide information on key influencers and recruitment efforts for female officers currently attending the MSAs and ROTC to pursue careers in special operations forces (SOF) and other previously closed career fields.

Response: The National Guard does not recruit to or have access to females attending the MSAs. Although some states have a relationship with the ROTC detachments/units at their local colleges, ROTC is an active duty program. Individuals are allowed to simultaneously serve in the National Guard and attend ROTC.

b. Provide information on key influencers and mentoring efforts for enlisted women that impact career selection into SOF and other previously closed career fields, such as submarines and artillery forces.

Response: The National Guard, as a whole, does not have designated key influencers or mentoring efforts for female enlisted members to join or transfer into the previously closed career fields. However, many individual states and units have councils or working groups committed to identifying and resolving barriers that impact the retention of servicewomen. National level recruiting efforts also have campaigns specifically geared to recruiting women.