

# DACOWITS RFIs for June 2017

## GENDER INTEGRATION

Following the December 3, 2015, decision by the SECDEF to open all previously closed units and positions to women, DACOWITS has been closely monitoring the Services' efforts to develop and implement plans to fully integrate women into all occupational specialties.

**1**

In 2016, as part of the Committee's review of the Services' gender integration efforts, DACOWITS examined strategic communication efforts relevant to the opening of all positions to women. The Committee conducted a comprehensive review of the images used on each Service's primary website and recruiting website. Across all websites, only a small percentage of the images of people included women. Additionally, there were substantial differences in the imagery representation of servicewomen by Service. Of the images that included people, only 6 percent of those on the ".mil" sites and 4 percent of those on the ".com" sites portrayed women in nontraditional roles. Complete findings from the 2016 DACOWITS' Annual Report are available online ([click here](#)).

The Committee requests a **written response** from the **Military Services and SOCOM** on progress that has been made in this regard, to include changes made to incorporate gender neutral language on Service branch controlled webpages, social media, recruiting outreach, retention outreach, training materials and other Service branch verbal and non-verbal environments to encourage recruitment, retention, and lateral moves into the combat roles opened to women since December 3, 2015.

**2**

The Committee requests a **briefing** from the **Military Services and SOCOM\*** on how the Services are progressing through the timelines outlined in their gender integration implementation plans? Please include the following:

- Plan for the next 18 months to implement remaining integration.
- How is this plan being released, promoted, and available for review among leadership, personnel, and the public?
- Has your Service branch discovered any known limitations that may stall integration (e.g., berthing considerations, combat gear and/or equipment, etc.)?
- Service branch specialty schools, including graduations/completions that have occurred since March 2016.
- What schools, training, and/or advanced training have not seen women accession, graduation, or completion?
- Historical attrition rates, by gender, from 1 January 2007 to 1 May 2017 of candidates/students in Service branch schools, programs, or specialty courses integrated since 3 December 2015.

## KEY JOB OPPORTUNITIES AND ASSIGNMENTS TO FACILIAE PROMOTION

DACOWITS heard from a senior leader that the Air Force is exploring the "Rooney Rule" in screening and assigning junior officers to key developmental positions. The Rooney Rule, first used in the NFL, requires that a qualified minority candidate be included on the slate of consideration for key jobs.

**3**

The Committee requests a **briefing** from the **Military Services\*** on techniques, like the "Rooney Rule," that the Services are using to provide a broader look into creating a more diverse force? Are any ideas/approaches for growing a diverse force being inhibited by legal interpretation?

**4**

The Committee requests a **literature review** from the **DACOWITS' Research Contractor** on how the Rooney Rule is being used in industries. Specifically, request research on companies that would most closely resemble the military in terms of junior employees being assigned to developmental positions where they can be mentored, and gain exposure / visibility to more senior leadership in the organization. ([News Article Link](#))

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## PHYSIOLOGICAL GENDER DIFFERENCES

Science suggests that there are differences in human physiology. DACOWITS recognizes the admirable work being done by the Services to develop knowledge of physiological gender differences. The Committee is interested in learning how the Military Services are applying that knowledge to successfully integrate women into previously closed positions/occupations. Now we want to get feedback on how the science is being leveraged to establish successful training methods, perhaps adjusted by the physiological differences between men and women, to successfully meet occupational standards.

5

The Committee requests a **briefing** from the **Military Services\*** on the following:

- Approved and published additional training for combat arms/combat communities/combat airmen Service members.
- What are the Services doing to ensure women are prepared to successfully complete their MOS producing school?
- How are the Services incorporating science and new technologies into improving the training methodologies? For example, tapping into the American Mountaineering Guide Association for how women move under load for long distances in rough terrain; fitness enhancement programs, such as Navy NOFFs; the Air Force Prototype Battlefield Airmen Occupational Specific Fitness Test; and leveraging Master Fitness Trainers.

6

On March 14, 2017, the Commandant of the Marine Corps provided testimony to the Senate Armed Services Committee that he would evaluate the full integration of recruit training. Of note, the Marine Corps remains the only Service branch to not fully integrate men and women in recruit training. As soon as this decision has been made and is releasable to the public, the Committee requests a **briefing** from the **Marine Corps** that addresses the criteria upon which the decision was based and any resulting implementation plan.

## PROPENSITY TO SERVE

Based on briefings the Committee has received from the Joint Advertising Market Research & Studies (JAMRS) Office, more women are eligible to join the military as compared to their male peers; however, women are less propensed to join the military. Additionally, the number of women choosing to fill newly opened positions has been small.

7

The Committee requests a **written response** from the **Joint Advertising Market Research & Studies (JAMRS) Office** on how JAMRS' surveys on propensity are worded to prevent bias among respondents (i.e. bias for or against joining the military)?

## PREGNANCY AND PARENTHOOD

Continuing its work from 2015, DACOWITS is examining issues and concerns surrounding pregnancy, the postpartum period, and parenthood.

8

The Committee requests a **briefing** from the **Military Services\*** on the following:

- Navy:** The results of their 2016 Pregnancy and Parenthood Survey. Of note, the Navy will lead this panel briefing.  
**Army, Marine Corps, Air Force, and Coast Guard:** Similar data collection efforts to the Navy's bi-annual Pregnancy and Parenthood survey.

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## CHILDCARE RESOURCES

DACOWITS continues to examine and review childcare resources and programs available to Service members.

9

The Committee requests a **written response** from the **Office of Family Policy/Children and Youth** on the use of Child Development Centers (CDCs) by Service members vs. Civil Servants. Please provide the following information:

- The policy that addresses use of CDCs by Service members vs. Civil Servants.
- Are there active duty Service members on the waiting list, while Civil Servants and their families utilize a CDC facility? If so, are there any provisions to address this situation?
- What is the rate of utilization between Civil Service and active duty Service members?
- How many CDCs authorize Civil Servants to utilize their facility?