

DACOWITS RFI #3



Navy Recruiting Command (NRC)

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DACOWITS – Key Job Opportunities and Assignments to Facilitate Promotions (RFI #3)

RFI#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?

- **Selection for key developmental jobs is a process that happens via distribution channels**
- **From an accessions standpoint, techniques like the Rooney Rule are not applicable to Navy Recruiting Command since Officer selection boards are gender blind (by law) and each applicant is considered on their individual merit**
- **Generating awareness and interest of Navy opportunities among female prospects is done via imagery, print/web/social media content, and focused lead generation activities**