

## **Office of Diversity Management and Equal Opportunity (ODMEO) Responses to Questions from the Defense Advisory Committee on Women in the Services (DACOWITS)**

Mr. Johnson, Director, ODMEO, briefed DACOWITS at its June 20 meeting. On July 5, DACOWITS sent ODMEO questions resulting from the June 20 meeting.

### **Q1. What is the timing of the Service implementation plans that OSD has requested on the new Harassment instruction and when will they be available to the Committee?**

**Response:** On February 12, 2018, the Under Secretary of Defense for Personnel and Readiness (USD(P&R)) issued a memorandum titled “Implementation of DoD Instruction (DoDI) 1020.03, ‘Harassment Prevention and Response in the Armed Forces,’” requiring that each Military Department Secretary and Department of Defense (DoD) Component Head provide their Service-specific plan for implementation of DoDI 1020.03 within 60 days.

All DoD Components provided implementation plans to ODMEO. ODMEO is currently assessing each plan and providing feedback. Upon OUSD(P&R) approval, the Department will be able to update DACOWITS on the Department’s progress during 2<sup>nd</sup> Quarter, Fiscal Year 2019.

### **Q2. Describe the scope and granularity of information OSD will seek from the Services and how it will ensure consistency?**

**Response:** ODMEO’s assessment of the Service’s implementation plans is based on the standards outlined in the implementation memorandum: actions, milestones, and office of primary responsibility or individual point of contact responsible. Each implementation plan is being cross-referenced against the responsibilities outlined in DoDI 1020.03 to ensure that all requirements (e.g., training, data tracking, and collection) are captured. ODMEO will inform the Components of any shortcomings and best practices. Additionally, ODMEO is continuing to review DoDI 1020.03 to identify and address any gaps which may warrant updates, program enhancements, or both, and will collaborate with the Services to make additional updates to the Service-specific implementation plans and milestones.

### **Q3. How does ODMEO determine a gender discrimination incident?**

**Response:** Gender discrimination is defined as discrimination on the basis of sex that is not otherwise authorized by law or regulation. Once a complaint is filed and subsequently investigated, results of the investigation determine whether an incident is substantiated and gender discrimination did, in fact, occur. DoDD 1350.2, “Department of Defense Military Equal Opportunity (MEO) Program,” outlines the procedures to address allegations of gender discrimination. Specifically, gender discrimination complainants may elect to use the chain of command. In addition, complaints can be filed through the inspector general or military equal opportunity professional. Complainants are encouraged to use the venue they are most comfortable with to resolve their complaints.

### **Q4. How will DoD identify the effectiveness of existing and other preventative programs?**

**Response:** The Department will identify the effectiveness of existing and other preventative programs through results of various surveys, focus groups, related research and studies, and policy compliance reviews. Surveys are conducted by the Office of People Analytics (OPA) in collaboration with ODMEO and include mandated Workplace Equal Opportunity Surveys, Gender Relations Surveys, and Defense Equal Opportunity Management Institute Organizational Climate Surveys.

**Q5. Does the Department have a common database for the collection and assessment of this information?**

**Response:** The Department has a common database for the collection and assessment of substantiated incidents of problematic behaviors such as sexual harassment, unlawful discrimination, hazing, and bullying, including inappropriate electronic communications and social media misconduct. In addition, the Department is in the process of assessing a central, web-based input tool to review, evaluate, and monitor personnel high-risk areas such as sexual harassment, unlawful discrimination, hazing, and other problematic behaviors.

**Q6. What improvements can be gleaned from assessment of the database?**

**Response:** In collaboration with the DoD Components, ODMEO will conduct a review of the standardized data elements in Fiscal Year 2018 to determine compliance with DoD reporting requirements and identify emerging policy modifications or changes to standard definitions as necessary. In addition to determining if policy changes are necessary, DoD is using various data sources to assess program effectiveness.

**Q7. What tools will the database use to create a picture of the continuum of inappropriate behaviors?**

**Response:** ODMEO is currently piloting the Force Risk Reduction System (FR2). FR2 leverages robust enterprise-level data warehousing and reporting tools to provide information that supports risk management, decision-making, and resource allocation to reduce risks inherent in daily operations and minimize unexpected and unintentional negative consequences that erode readiness/operational capacity. FR2 provides authorized DoD personnel with data access and metric visibility across all levels in the chain of command.

OPA and ODMEO will continue to collaborate with the Services to address and prevent problematic behaviors (identified through survey results, focus groups, related research papers, and policy compliance reviews) to capture the continuum of problematic behaviors. Evidence presented in research reports from DEOMI and RAND supports the hypothesis that sexual violence falls along a continuum of harm, with inappropriate behaviors ranging from sexism to sexual assault.