

**US Coast Guard
Briefing to DACOWITS
RFI #2
11 June 2019**

Presented by:
Office of Diversity and Inclusion (CG-127)
&
Personnel Readiness Task Force



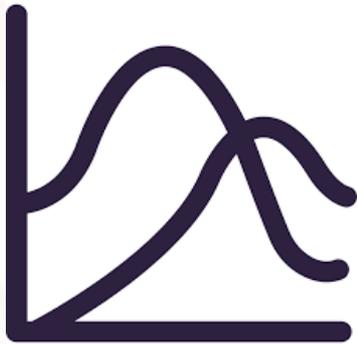
Women's Retention Study and Holistic Analysis Goals

- Identify the root causes of female attrition in the Coast Guard
- Develop recommendations that will help mitigate identified barriers to Coast Guard women's retention.



Methodology

Quantitative



Qualitative



Benchmarking



Findings

Work Environment



Career



•Family/Personal



Recommendation #1

- Update Personnel Management Systems
- Augment Human Capital During Parental Leave
- Explore Options to Minimize Parental Leave's Impact on Evaluations and Promotions
- Explore Ways to Improve Child Care Options
- Modify the Weight and Body Fat Standards Program
- Explore Creative Solutions to Berthing Limitations for Women



Recommendation #2

- Develop and Implement Communications Plan and Strengthen Leadership Education
- Communicate and Educate Leaders and Members on Female-Specific Policies
- Expand Opportunities for Comprehensive Leadership Development Training
- Emphasize to Assignment Officers the Importance of Assignment Policies Designed to Meet the Needs of Members' Personal Lives.



Recommendation #3

- Accountability and Metrics
- Continue to Monitor Retention Trends and Track Reasons for Attrition
- Ensure Workforce Data Track Relevant Variables in a Comprehensive Manner.



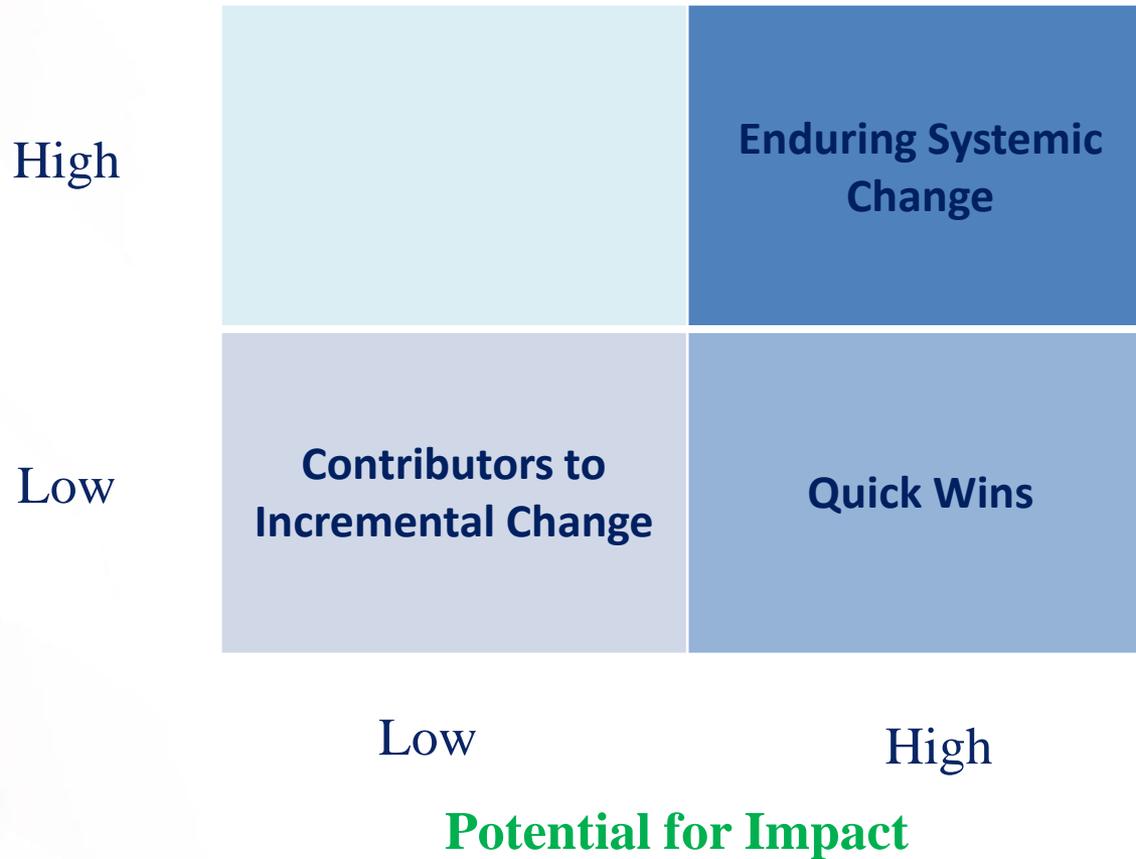
Implementation Frame Work

- The framework assesses the initiatives in terms of *potential for impact* and *implementation plan difficulty*.
- The *potential for impact* is designed as the relative degree the initiatives may have an effect on Female retention in the Coast Guard.
- The *implementation difficulty* is based on relative complexity of initiatives, broad estimates for resource investment req'd, time, and potential for unintended consequences based on substantial change to personnel systems or policies.



Implementation Framework

Implementation Difficulty



Actions Prior to the WRSHA

- Improvements to Parental Leave
 - Enhancements to the Temporary Separation (TEMPSEP) Policy
 - Members can defer Temporary Assigned Duty Requirements after Giving Birth
 - Mitigate bias in the evaluation system.
 - Co-Location Becomes Easier for Dual Military Couples
 - Housing Flexibility During Permanent Change of Station (PCS) Season
 - Commission the Personnel Readiness Task Force (PRTF)
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PRTF Initial Actions

Level I

- Surge Staffing for Parental Leave
- Commissioned 100-day Weight/Body Fat Review team
- Family Child Care grant and additional housing allowance
- Publish PARENT Guide



Way Forward

Level II

- Updated Tattoo Policy
- Develop & Conduct local Family Wellness Resource Symposiums
- Update TEMPSEP
- Workforce News Initiative

