

# DACOWITS' RFIs for June 2020

## MARKETING STRATEGIES

(R&R)

DACOWITS continues to believe the increased accession of women into the Military Services will help create a stronger, more capable force.

The Committee requests **a written response** from **DoD and the Military Services** on information, outcomes, and impact of DoD/Service funded Public Affairs Community Relations and Marketing Programs that support recruitment, including, but not limited, to the following programs:

- **DoD:** DoD Star Base
- **Navy:** Sea Cadets
- **Army:** Junior Solar Sprint Regional Competition; Science and Engineering Apprenticeship Program (AEOP); Research and Engineering Apprenticeship Program (AEOP); High School Apprenticeship Program (AEOP); and Junior Leadership Corps
- **Air Force:** Civil Air Patrol; and Air Force JROTC Flight Academy
- **Marine Corps:** Young Marines; and the U.S. Marine Corps Sports Leadership Academy

**1** Provide information to include, but not limited to:

- a. Type of activity (including STEM engagement, fitness challenges, research, etc.)
- b. Financial cost
- c. Return on investment
- d. Geographic coverage
- e. Percentage of women participants of the total population (in 2010 and 2015)
- f. Educational outcome for the students
- g. Percentage of students who completed the program
- h. Program impacts on improving the recruitment of women

## EXIT AND RETENTION SURVEYS

(R&R)

DACOWITS remains interested in exit and retention surveys administered by the Military Services, to include governing policies, data captured, and noteworthy trends.

**2** The Committee requests a copy of the **Army's** combined exit/retention survey fielded in Q2 FY2020.

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<b>3</b>	<p>The Committee requests a <b>written response</b> from the <b>DoD Office of People Analytics</b> on the Defense Equal Opportunity Management Institute (DEOMI) Organizational Climate Survey (DEOCS) survey data collected from the Military Services, to include:</p> <ol style="list-style-type: none"> <li>a. Provide data aggregated by each Military Service (including the Coast Guard, Guard and Reserve) on DEOCS survey questions pertaining to the following categories: organizational commitment; group cohesion; connectedness; job satisfaction; engagement; and inclusion at work.             <ol style="list-style-type: none"> <li>i. Break down by gender, then by race/ethnicity and by rank</li> <li>ii. Provide above information in three data intervals: most recent survey year; five years prior to most recent survey; and 10 years prior to most recent survey.</li> </ol> </li> <li>b. Provide analyses/trends/benchmarks available that could support/inform Service initiatives to improve retention?</li> </ol>
<b>4</b>	<p>The Committee continues to be interested in DoD and Military Service policies governing the ability of Service members to transfer to other Services, the National Guard and/or the Reserves, and the impact of these policies on the retention of women. The Committee requests a <b>written response</b> from the <b>Military Services (to include the Reserves and National Guard)</b> on the implementation of DoD Directive (DoDD) 1300.04, dated 25 July 2017, <i>Inter-Services and Inter-Component Transfers of Service members</i>, to include:</p> <ol style="list-style-type: none"> <li>a. How has your Service implemented DoDD 1300.04 from both a policy and program perspective?</li> <li>b. How does this new policy differ from previous policies or programs? How does this new policy make it easier for Service members to complete an inter-Service or inter-Component transfer?</li> <li>c. For the time frames, 2015 and 2019, how many Service members (i.e., broken down by gender, officer or enlisted, and paygrade) have requested an:             <ol style="list-style-type: none"> <li>i. inter-Service transfer</li> <li>ii. inter-Component transfer</li> </ol> </li> </ol>
<p><b>GENDER INTEGRATION IMPLEMENTATION PLANS</b> <span style="float: right;">(E&amp;I)</span></p> <p>The Committee remains interested in the status of the Military Services gender integration implementation plans.</p>	
<b>5</b>	<p>In September 2019, the Marine Corps provided a written response on the status of gender integration implementation plans for basic training. The Committee requests a <b>written response</b> from the <b>Marine Corps</b> on any updates to these plans.</p>

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<b>WOMEN IN AVIATION</b> <span style="float: right;">(E&amp;I)</span>	
<p>In December 2018, the Committee received briefings on the status of women in aviation. During these briefings, concerns about the design of aircraft as a barrier to women's service in aviation emerged.</p>	
<b>6</b>	<p>The Committee requests a <b>written response</b> from the <b>Military Services</b> on guidance or policies that address how new aircraft procurement accommodates the widest range of Service members, to include:</p> <ol style="list-style-type: none"> <li>a. Does this guidance or policy consider anthropometric factors to ensure aircraft designs accommodate smaller female measurements?</li> <li>b. What aircraft (by type and function) currently are not in accordance with these policies?</li> <li>c. What are the current limitations associated with having some types of aircraft (e.g., trainers) that do not meet policy requirements?</li> <li>d. Are there accommodations that have been/can be made to legacy aircraft in the current inventory that are not in accordance with the policy to better accommodate the widest range of Service members? If so, what are those accommodations? If not, why not?</li> </ol>
<b>ARMY COMBAT FITNESS TEST (ACFT)</b> <span style="float: right;">(E&amp;I)</span>	
<p>In October 2018, master fitness trainers began field testing the Army Combat Fitness Test (ACFT). In early 2019, select Army units took two 'not-for-record' ACFTs. By October 2020, the new age- and gender-neutral ACFT is slated to replace the nearly 40-year-old Army Physical Fitness Test (APFT) and become the new official test of record. The Committee is interested in learning more about how this test will impact servicewomen's careers in the Army.</p>	
<b>7</b>	<p>The Committee requests a <b>written response</b> from the <b>Army</b> on the results of the ACFT pilot and testing results to date:</p> <ol style="list-style-type: none"> <li>a. Overall pass/fail rates by gender and age.</li> <li>b. Individual element pass/fail rates by gender and age.</li> </ol>
<b>8</b>	<p>The Committee request a <b>written response</b> from the <b>Army</b> detailing the science used to establish the ACFT with gender and age neutral requirements, to include:</p> <ol style="list-style-type: none"> <li>a. What science resources support gender and age neutral requirements?</li> <li>b. Do any of these science resources identify risks relative to gender and age for any of the six ACFT elements?</li> </ol>
<b>9</b>	<p>The National Defense Authorization Act (NDAA) made provisions for gender neutral occupational testing. In addition, DoDI 1308.3, <i>DoD Physical Fitness and Body Fat Programs Procedures</i>, Para. 6.1.3.1, states: "PFTs assess Service-wide baseline generalized fitness levels and are not intended to represent mission or occupationally specific fitness demands." The Committee is concerned that the Army's new ACFT may fall outside the intent of the NDAA and the scope of DoDI policy.</p> <p>In December 2019, the Army briefed the Committee on the status of their ACFT pilot and program rollout. The Committee requests a follow-up <b>written response</b> from the <b>Army</b> on how the ACFT meets the intent of the NDAA provisions and DoDI 1308.3.</p>
<b>PRIMARY CAREGIVER LEAVE</b> <span style="float: right;">(WB&amp;T)</span>	
<p>The Committee remains interested in the enhancement of Primary Caregiver Leave to help encourage the retention of servicewomen by making military benefits as competitive as private sector benefits.</p>	
<b>10</b>	<p>In March 2020, the Committee was briefed by the Military Services on the status of their Primary Caregiver Leave policies. It appears to the Committee that the Marine Corps has interpreted and made this policy more restrictive than the other Services. The Committee requests a <b>written response</b> from the <b>Marine Corps</b> on the justification for restricting the transfer of primary caregiver leave unless the birth parent (i.e., servicewoman) is incapacitated or unavailable, per MARADMIN 570/18.</p>

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<b>11</b>	<p>In March 2020, the Committee was briefed by the Military Services on the status of their Primary Caregiver Leave policies. During the briefing, the Coast Guard panelist shared their Service's use of their Reserve personnel for short-term augmentation while Active Duty Service members utilize Primary Caregiver Leave.</p> <p>The Committee requests a <b><u>written response</u></b> from <b><u>Department of Defense</u></b> on workplace policies and initiatives, whereby the Military Services are authorized to request short-term Reserve or Guard replacements or augmentees, while Service members utilize Primary Caregiver Leave. If a DoD policy does not currently exist, what prohibits the Department from executing/implementing such a policy (i.e., statutes, regulations, Service specific policies, etc.)?</p>
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<b>CAREGIVER SABBATICAL</b>	(WB&T)
The Committee continues to be interested in the enhancement of the Military Services' sabbatical programs to help encourage the retention of servicewomen.	

<b>12</b>	<p>In March 2020, the Committee was briefed by the Military Services on the status of their Primary Caregiver Leave policies. During the briefing, the Marine Corps panelist shared that their Service was reviewing and considering the implementation of a one-year sabbatical following the birth or adoption of a child. The Committee requests a <b><u>written response</u></b> from the <b><u>Marine Corps</u></b> on the status of this initiative.</p>
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<b>LITERATURE REVIEW REQUESTS</b>
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<b>13</b>	<p>The Committee requests a <b><u>Literature Review</u></b> from the <b><u>DACOWITS' Research Contractor</u></b> on the following: measures, assessment scales, and implementation methods of physical fitness assessments used by foreign militaries (i.e., gender normed/neutral; age normed/neutral; physiological gender differences; etc.)</p>
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<b>14</b>	<p>The Committee requests a <b><u>Literature Review</u></b> from the <b><u>DACOWITS' Research Contractor</u></b> on the following: perceptions of careers and early career aspirations among our nation's youth.</p>
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