



DEPARTMENT OF THE AIR FORCE  
WASHINGTON, DC

OFFICE OF THE SECRETARY

28 February 2023

MEMORANDUM FOR DACOWITS

FROM: HQ USAF  
1720 Air Force Pentagon  
Washington DC 20330-1720

SUBJECT: DAF DACOWITS RFI Response RFI #13

**QUESTION #13**

The Defense Department's Office of People Analytics' (OPA) 2021 Workplace and Gender Relations (WGR) Survey reported that 16 percent of Active-Duty servicewomen experienced gender discrimination (ranging from 12 percent in the Air Force to 22 percent in the Marine Corps), a degree that has steadily increased over the last four surveys conducted since 2014.

The Committee requests a written response from the Army, Navy, Marine Corps, Air Force, Space Force, and Coast Guard on the following:

a. What is your Service doing or plans to do with the data provided by the 2021 WGR Survey and/or prior year WGR Surveys, to include any additional research or studies on gender discrimination comparing or contrasting to the WGR findings?

- The Department of the Air Force (DAF) Equal Opportunity (EO) Program, the DAF Office of Diversity and Inclusion and the USAF/A1Z Integrated Resilience office are not conducting any current research or studies on gender discrimination as it relates to WGR survey data nor have plans to conduct such research or studies at this time. Additionally, no office has any plans to use the data currently provided.

b. Have all Service regulations/policies been updated to include DoD's most recent definition of prohibited discrimination?

- In the Department of the Air Force Instruction (DAFI) 36-2710, *Equal Opportunity Program*, unlawful discrimination against a military member is defined as any unlawful action that denies equal opportunity to persons or groups based on their race, color, national origin, religion, sex (including pregnancy), gender identity, or sexual orientation. The DAF definition aligns with most recent DoD definition of prohibited discrimination as defined in DoD Instruction 1350.02, "DoD Military Equal Opportunity Program."

c. Provide an update on your Service's position or considerations regarding the use or revision of gendered language in written materials, displays, and field use (e.g., Marine Corps' consideration of using non-gendered identifiers for drill instructors).

- The Department of the Air Force Office has no written policy on the use or disuse of gendered language in written materials, displays and field use. Additionally, no offices could provide any examples of policies under development that would require the use or revision of gendered language.
- The DAF office of Diversity and Inclusion (SAF/DI) is included in policy updates to include Mission Directives, Department of the Air Force Instructions, and Department of the Air Force Manuals developed at the headquarters level. SAF/DI does scrub those publications during the review process for gender neutral language. However, there is no Office of Primary Responsibility that is required to reviews publications specifically for gender neutral language. Finally, there is no overarching guidance that has mandated implementation of gender-neutral language. No policy has been directed or planned at this time to conduct a comprehensive scrub of all HAF publications.