



DEPARTMENT OF THE ARMY
OFFICE OF THE ASSISTANT SECRETARY
MANPOWER AND RESERVE AFFAIRS
111 ARMY PENTAGON
WASHINGTON, DC 20310-0111

INFORMATION PAPER

SAMR-EIA
16 Feb 23

SUBJECT: Information Paper on Gender Discrimination, Implementation of Workplace and Gender Relations Survey, and Review of Gendered Language

Purpose: Provide a written response to the Defense Advisory Committee on Women in Service March 2023 Request For Information Number 12 on Gender Discrimination Implementation of Workplace and Gender Relations Survey, and Review of Gendered Language.

1. Background: 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.

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

a. Question 13a: 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?

b. Response 13a:

(1) RAND Arroyo Center recently completed G-1/Army Resilience Directorate (ARD) sponsored research on gender discrimination and published the research report, "Sexual Harassment and Gender Discrimination in the Active-Component Army: Variation in Most Serious Event Characteristic by Gender and Installation Risk"¹ (https://www.rand.org/pubs/research_reports/RRA1385-1.html) and an associated infographic (<https://www.rand.org/pubs/infographics/IGA1385-1.html>). These publications describe the specific behaviors that comprise active-duty Army

¹ G-1/ARD also sponsored a companion RAND report on sexual assault, "Sexual Assault Experiences in the Active-Component Army: Variation by Year, Gender, Sexual Orientation, and Installation Risk Level" (https://www.rand.org/pubs/research_reports/RRA1385-2.html), and two Research Briefs, "Characteristics of Sexual Assault and Sexual Harassment in the U.S. Army: Implications for Prevention Efforts" (https://www.rand.org/pubs/research_briefs/RBA1385-1.html) and "Actions the Army Can Take to Reduce Sexual Assault, Sexual Harassment, and Gender Discrimination" (https://www.rand.org/pubs/research_briefs/RBA1385-2.html).

Soldiers' most severe self-reported experiences of sexual harassment (SH) or gender discrimination (GD), as measured through the 2018 WGRA,² in the previous twelve months. Select findings include:

- a. SH/GD behaviors commonly co-occur, with both women and men experiencing multiple forms of SH/GD at one time. However, importantly:
 - Women experience significantly more types of SH/GD behaviors, on average, than men do.
 - Women's SH/GD experiences are more likely than men's to be persistent and to cut across multiple times and places.
- b. SH/GD experiences are broadly similar at high-risk and non-high-risk installations, as well as across high-risk installations, for both men and women.
- c. Nearly half (48%) of women indicate that at least one of the perpetrators was either their supervisor or someone in their chain of command. Men are less likely (39%) to report being sexually harassed or discriminated against on the basis of their gender by a supervisor or another member in their chain of command.
- d. In their most serious SH/GD experiences, women typically experience GD (being ignored, mistreated, or insulted on the basis of their gender; sexist comments about women's abilities to do their jobs), repeated attempts to establish an unwanted romantic relationship, and sexual comments about their appearance/body. In their most serious SH/GD experiences, men typically experience insults to their masculinity, sexual orientation, or gender expression.
 - Otherwise, women and men generally experience similar behaviors (repeated sexual jokes, offensive or persistent discussions of sex), perpetrators, and contexts.
- e. Regardless of the victim's gender, SH and GD are primarily committed by men, especially enlisted service members, and frequently occur at Soldiers' places of duty and during the duty day.

(2) G-1/ARD-sponsored a RAND research report, "Types of Sexual Assault and Sexual Harassment in the Active-Duty Army," is published February 2023 (available at https://www.rand.org/pubs/research_reports/RRA1385-3.html). This report describes the variety of sexual assault and SH/GD events among active-duty Army Soldiers in a way that simultaneously accounts more than thirty characteristics of the victim and perpetrator(s), the physical location(s) of the event, and social context(s). Using 2018 WGRA survey measures to create "types" based on shared characteristics, RAND identified the following five types of sexual

² Note the WGRA captures SH and GD experiences that likely meet legal definitions in the Military Equal Opportunity policy.

assault and eight types of SH/GD, along with the corresponding percentages of victims who experienced each type:

Sexual Assault

- Male soldier sexually assaulting a female soldier (46% of sexual assault victims)
- Unwanted sexual touching in the workplace (22%)
- Bullying or hazing by a group of coworkers (15%)
- Female perpetrator assaulting a male soldier (10%)
- Assault in a civilian setting with a civilian perpetrator (8%)

Sexual Harassment and Gender Discrimination

- Men offended by sexual talk and jokes at work (24% of SH/GD victims)
- Gender discrimination against women (18%)
- Harassment on duty by an individual perpetrator (14%)
- Single incidents of severe harassment (13%)
- Unwanted romantic pursuit of a woman (12%)
- Severe and persistent sexual harassment (10%)
- Gender discrimination against men (7%)
- Harassment of sexual minorities in civilian settings (3%)

RAND recommendations include that “Army leadership should be aware of the full array of sexual assault and sexual harassment experiences and set aside simplistic stereotypes about who the victims and perpetrators are, the prevalence of behaviors that are actually experienced, and the contexts surrounding the experiences.” RAND recommends that Army prevention efforts and training materials should be updated to reflect the full range of victim experiences found in this report, especially the most common and most severe types, as well as the full range of victims, to include men and sexual minorities.

(3) In addition to the recently released and forthcoming RAND research reports, all of which involve secondary analyses of WGR survey data, G-1/ARD is also currently sponsoring two RAND research projects that will collect new data on gender discrimination.

1. *Understanding Soldiers’ Experiences with Sexual Harassment and Gender Discrimination* – qualitative focus groups with Soldiers and discussions with leaders to provide a more nuanced picture of what Soldiers actually experience during SH/GD events, as well as the environment in which these events occur, than can be identified through survey data
2. *Developing and Implementing a Pulse Survey Infrastructure in the Army* – developing and will pilot a “pulse” survey infrastructure to collect rapid and rigorous information on the prevalence of specific harmful behaviors among

SAMR-EIA

SUBJECT: Information Paper on Gender Discrimination, Implementation of Workplace and Gender Relations Survey, and Review of Gendered Language

specific subgroups of Soldiers. RAND will administer a proof of concept pulse survey on SH/GD to inform recommendations for potential Army implementation and enduring administration of a prevalence “pulse” survey infrastructure.

(4) G-1/ARD will continue to sponsor foundational prevention research on gender discrimination, sexual harassment, and sexual assault to increasingly enable the Army’s ability to develop data-centric prevention resources, programs, and policies.

c. Question 13b: Have all Service regulations/policies been updated to include DoD’s most recent definition of prohibited discrimination?

d. Response 13b: In accordance with DODI 1350.02 “DoD Military Equal Opportunity Program,” incorporating change 1 dated 20 December 2022, defines prohibited discrimination as “Discrimination, including disparate treatment, of an individual or group on the basis of race, color, national origin, religion, sex (including pregnancy) gender identity, or sexual orientation that is not otherwise authorized by law or regulation and detracts from military readiness.” In 2Q FY23, the Army will publish a stand-alone Military Equal Opportunity regulation (AR 600-XX(28)) that will include this definition.

e. Question 13c: 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).

f. Response 13c: The Army is committed to treating all people with dignity and respect and ensuring good order and discipline. The Army tasked policy proponents to conduct a comprehensive review of Army policies for gendered language in written materials and to acknowledge that the review was conducted. Additionally, policy proponents were tasked to begin the revision process to remove any gendered language or consider using non-gendered language in written materials, displays, and field use. This is an ongoing process, and it is managed at the proponent level.

Approved by:
Deputy Assistant Secretary of the Army
(Equity & Inclusion Agency)