

SUBJ: DACOWITS RFI #1 – March 2023 QBM

FROM: Coast Guard Recruiting Command (CGRC)

TO: DACOWITS Committee

THRU: Office of Diversity & Inclusion (CG-1D1)

GENDER INTEGRATION

In September 2022, via RFIs 1-3, the Committee received briefings from the Military Services and the Defense Department's Office of People Analytics (OPA) outlining strategies to attract young people, particularly women, to serve in the military and challenges in doing so. The Committee is interested in the frontline recruiter's perspective on these challenges.

*The Committee requests a **briefing** from the recruiting Chiefs (senior enlisted personnel) within the **Army, Navy, Marine Corps, Air Force, Space Force, and Coast Guard** on the following:*

DACOWITS:

- a. What barriers, inhibitors, challenges, and/or concerns are recruiters encountering when engaging with potential female applicants?
- b. What specific strategies are or could be used to address/mitigate these barriers/challenges?
- c. What training do recruiters receive to keep abreast of current benefits of military service that appeal to and attract female applicants?
- d. Are there any additional challenges not already annotated that are impacting your Service's ability to recruit women?

CG Response: *See Briefing