

**SUBJ:** DACOWITS RFI #13 – March 2023 QBM

**FROM:** Coast Guard Civil Rights Directorate (CG-00H), the Office of Diversity and Inclusion (CG-1D1), The Office of Military Personnel (CG-133)

**TO:** DACOWITS Committee

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

## **GENDER DISCRIMINATION**

The Defense Department’s 2021 Workplace and Gender Relations Survey reported that 16 percent of Active Duty Service women experienced gender discrimination (ranges from 12 percent in the Air Force to 22 percent in the Marine Corps), a rate that steadily increased over the four surveys since 2014. The number and nature of complaints filed in gender discrimination complaints and responses provided on various Defense Department and Service surveys (such as exit and workplace health surveys) can provide valuable insight into the both the nature and prevalence of gender discrimination.

*The Committee requests a **briefing** from the **Office of People Analytics (OPA)** on their 2021 WGR Survey findings related to gender discrimination rates and complaints. Ensure the briefing discusses a comparison of historical rates, what types of behaviors comprise gender discrimination, and any identified reasons for the increase in reporting. In addition, the Committee requests a **written response** from the **Army, Navy, Marine Corps, Air Force, Space Force, and Coast Guard** on the following:*

### **DACOWITS:**

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

### **CG Response:**

- a. Coast Guard Leadership, alongside internal stakeholders including, but not limited to, the Office of Civil Rights, the Office of Diversity and Inclusion, and the Anti-Harassment Policy Office, compared WGR Survey data against data from other assessment tools. Aggregate data will inform 1) strategic plans 2) internal communications 3) policies and 4) resourcing. When applicable, Coast Guard will undertake comparison analysis of

current and previous year(s) WGR Survey data to illuminate trends and areas of opportunity for strategic programmatic growth.

- b. Yes, specific to pregnancy discrimination, the Coast Guard included such protection under 'sex' and specifically outlined 'pregnancy' in the May 2019 version of the U.S. Coast Guard Civil Rights Manual, Commandant Instruction Manual 5350.4 (Series).
- c. The Office of Diversity and Inclusion reviews professional documents and displays for gendered language as requested.