

**SUBJ:** DACOWITS RFI #14 – March 2023 QBM

**FROM:** The Office of Officer Personnel Management (CG-PSC-OPM), the Office of Enlisted Personnel Management (CG-PSC-EPM), the Office of Strategic Workforce Planning and HR Analytics (CG-1B2)

**TO:** DACOWITS Committee

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

## **GENDER DISCRIMINATION**

In December 2022, via RFI 9, the Committee asked the Military Services to provide varied sets of information regarding promotion trends and rates, broken down by gender. As the Committee continues to examine institutional policies and procedures to identify potential gaps that may unintentionally enable gender discrimination to occur, it will be useful to identify and analyze the reasons why servicewomen opt not to compete for promotion.

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

### **DACOWITS:**

- a. The number of “opt outs” (requests for withdrawal from promotion consideration), submitted by Service members for promotion to the grades of O-4 through O-7 and to the grades of E-7 through E-9, broken out by gender and the percentage of the total number of men and women being considered in their peer group.
- b. The top 5 reasons provided for these opt out requests, broken out by gender, if available.

### **CG Response:**

- a. The number of “opt outs” (e.g., requests for withdrawal from promotion consideration), submitted by Service members for promotion to the grades of O-4 through O-7 and to the grades of E-7 through E-9, broken out by gender and the percentage of the total number of men and women being considered in their peer group.

**CG-PSC-OPM Response:** Six officers applied to Opt-Out in Promotion Year (PY) 2024. 2 of 3 (66%) female applicants and 2 of 3 (66%) male applicants were approved to opt out. The total percentage of officers eligible to request opt-out from consideration for selection from O-3 to O-5 were: 25% Female and 75% Male.

**CG-PSC-EPM Response:** The Coast Guard instituted new policy in 2022 that reduces the consequences for enlisted members who opt-out of advancement. Enlisted members

may now opt-out of advancement without their decision being permanently documented in their Official Military Personnel File. Members may also re compete for advancement in the next advancement cycle if they opt-out between 01 May and 31 October. Members electing to opt-out between 01 November and 30 April must wait one advancement cycle before being eligible to re compete for advancement. Since instituting this new policy, 8 members between the grades of E7-E9 elected to opt-out of advancement. In total, 21 members between the grades of E7-E9 opted-out of advancement in Calendar Year 2022, and 22 members between the grades of E7-E9 opted-out of advancement in Calendar Year 2021. Members were also not required to provide a reason for their opt-out decision.

- b. The top 5 reasons provided for these opt out requests, broken out by gender, if available:

**CG-PSC-OPM Response:** Only three justifications for opt-out requests received.

<b>Reason Provided</b>	<b>Female</b>	<b>Male</b>	<b>Total</b>
Career Progression Requirement Delayed By Assignment or Education:	2 (1 selected)	1 (1 selected)	3 (66% selected)
Qualifying Personal or Professional Circumstance:	1 (1 selected)	1 (1 selected)	2 (100% selected)
Assignment of Significant Value to the Coast Guard:	0	1 (0 selected)	1 (0% Selected)

**CG-PSC-EPM Response:** See the previous EPM response.