

RFI Category and Number: Gender Discrimination, RFI #13

RFI Question:

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.

- 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).

RFI Response 13a:

The USN reviews WGR survey data to identify potential training updates and policy revisions. The USN does not currently have any plans to conduct additional research or studies.

RFI Response 13b:

The OPNAVINST 5354.1H, *Navy Harassment Prevention and Military Equal Opportunity Program Manual*, was released in November 2021 and includes the prohibited discrimination definition provided in the DoD Instruction 1350.02, *DoD Military Equal Opportunity Program*.

RFI Response 13c:

Gendered Language: Written Material

The DoN Correspondence Manual (SECNAV Manual 5216.5) is our agency's north star for correspondence standards for written material. One of the first directives given in this authority addresses this very inquiry, setting written correspondence standards and procedures very clearly, and very early on:

"...the effectiveness of the DON is portrayed by the tone, quality, and responsiveness of correspondence. In order to achieve this, correspondence must... (b) Avoid stereotyping men and women based on gender. Use pronouns and titles that are gender neutral."

Gendered Language: Displays

In an effort to take deliberate action to showcase and recognize the Navy's diverse Culture and History, Task Force One Navy's Line of Effort 5.9 resulted in the fleetwide tasking accepted by Echelon II commands throughout the fleet in FY22-Q2.

Prior to this, it was noted that many Navy buildings, such as Navy museums, headquarters buildings, NETC learning centers, etc., had very few images or heritage displays showcasing accomplishments and contributions of underrepresented groups, despite the gains in diversity and notable achievements in the 20th and 21st centuries.

This tasking charged commands to review subordinate initiatives to improve the U.S. Navy's contributions of underrepresented groups throughout its history.

Gendered Language: Field

Although no woman had completed the SEAL or SWCC qualification pipeline at the time of release for the SEAL AND SWICC ETHOS PRONOUN CHANGES Memo dtd 3 Aug 20, the following gendered language changes were proposed and eventually sewn into the fabric of the SEAL Ethos and SWCC creed to better reflect our diverse ranks now, and into the future:

SEAL Ethos:

- (1) First paragraph, second sentence, From: *A common man* – To: *Common citizens*
- (2) First paragraph, third sentence, From: *He* – To: *They*
- (3) First paragraph, third sentence, From: *his* – To: *their*
- (4) First paragraph, last sentence, From: *I am that man* – To: *I am that warrior*
- (5) Last paragraph, first sentence, From: *Brave men* – To: *Brave SEALs*

SWCC Creed:

- (1) First paragraph, first sentence, From: *brotherhood* – To: *group of maritime warriors*
- (2) Fourth paragraph, last sentence, From: *brothers* – To: *them*

In 2022, Diversity Practitioners were solicited with the concept to consider transitioning away from gender-based Navy occupational titles. Deliberation revealed the considerations of CNO's 2016 Rating Modernization Announcement, which restructured enlisted Navy rate titles. At this time, fleet feedback indicated that sense of identity was lost and resulted in rescinding of this Rating Modernization effort via NAVADMIN 283/16.

It was agreed that promoting an inclusive tone through gender-neutral language should *not* mean stripping the identities of others influenced by tradition or applicability. For example, words that contain the word “man” as a collective to the word in its entirety (such as the rating title “Yeoman”, when the term “yeo” does not exist independently in the English language) should be considered differently than a gender-specific word to describe one’s applicable specialty

Hours Expended Answering this RFI: 3.0

POC or office responsible: N17