

DACOWITS RFIs for March 2017

PHYSIOLOGICAL GENDER DIFFERENCES

The Committee is interested in learning about the science, data, and research the Military Services' collected to inform their decision making process to integrate women into previously closed positions/occupations.

1

The Committee requests a **briefing** from each of the **Military Services*** on the physiological differences between genders and how this data is used to inform decision making on women's integration efforts. Request Military Services' subject matter experts to brief (for example, the US Army Research Institute of Environmental Medicine (USARIEM) and The Natick Soldier Systems Center ("Natick Labs")).

WOMEN'S RETENTION

The Committee believes that the Military Services are losing women disproportionately to men at various career points. There has been concern expressed by senior leaders that as the Military Services work to attract more women that this attrition will result in a disproportionate impact to mission readiness if left unresolved.

2

The Committee requests a **briefing** from the **Military Services*** on the points in a career timeline that the Services see more women leaving the military than men? Differentiate retention data between genders and enlisted/officer (see Navy's example from [December 2016](#) (slide #5)). Also, breakdown by career fields to identify trends:

- Which career fields are having a hard time retaining personnel? When does this occur? Compare men to women.
- Provide the top 10 career fields with the highest retention rates and bottom 10 career fields with the lowest retention rates, broken by men and women.
- What are current retention rates for women in operational and non-operational career fields compared to men?

Additionally,

- If there is a gender difference in retention rates, what strategies is your Service using to address this issue?
- How does your Service use retention data to inform recruitment strategies?
- What opportunities are afforded to Service members for rebranching or reclassifying?

3

The Committee requests a literature review in the form of a **written response** from the **DACOWITS' Research Contractor** on any research related to successful strategies militaries in other countries are using to attract and retain highly qualified female members. What lessons can we learn from their efforts?

PROPENSITY TO SERVE

Based on briefings the Committee has received from Joint Advertising Market Research & Studies (JAMRS) Office, more women are eligible to join the military as compared to their male peers; however, women are less propensed to join the military. Additionally, the number of women choosing to fill newly opened positions has been small.

4

The Committee requests **briefings** from the **Military Services*** on efforts to increase propensity among women.

- How has your Service adjusted your recruitment strategies within the last year to attract the high caliber women needed to fill newly opened and other positions?
- In particular, how has your Service adjusted their marketing and branding?
- What unconventional or non-traditional methods is your Service using to recruit?
- What are the primary reasons newly accessed Service members gave for joining your Service branch and how do you regularly survey for this information? (Differentiate data by gender, enlisted vs officer, and other relevant demographic attributes.)