

Charts for DACOWITS 2018

CG-12A | 01 Mar 2018



Human Resources Directorate



Definition of operational career fields (officer and enlisted) for the Service

DCMS = Deputy Commandant for Mission Support

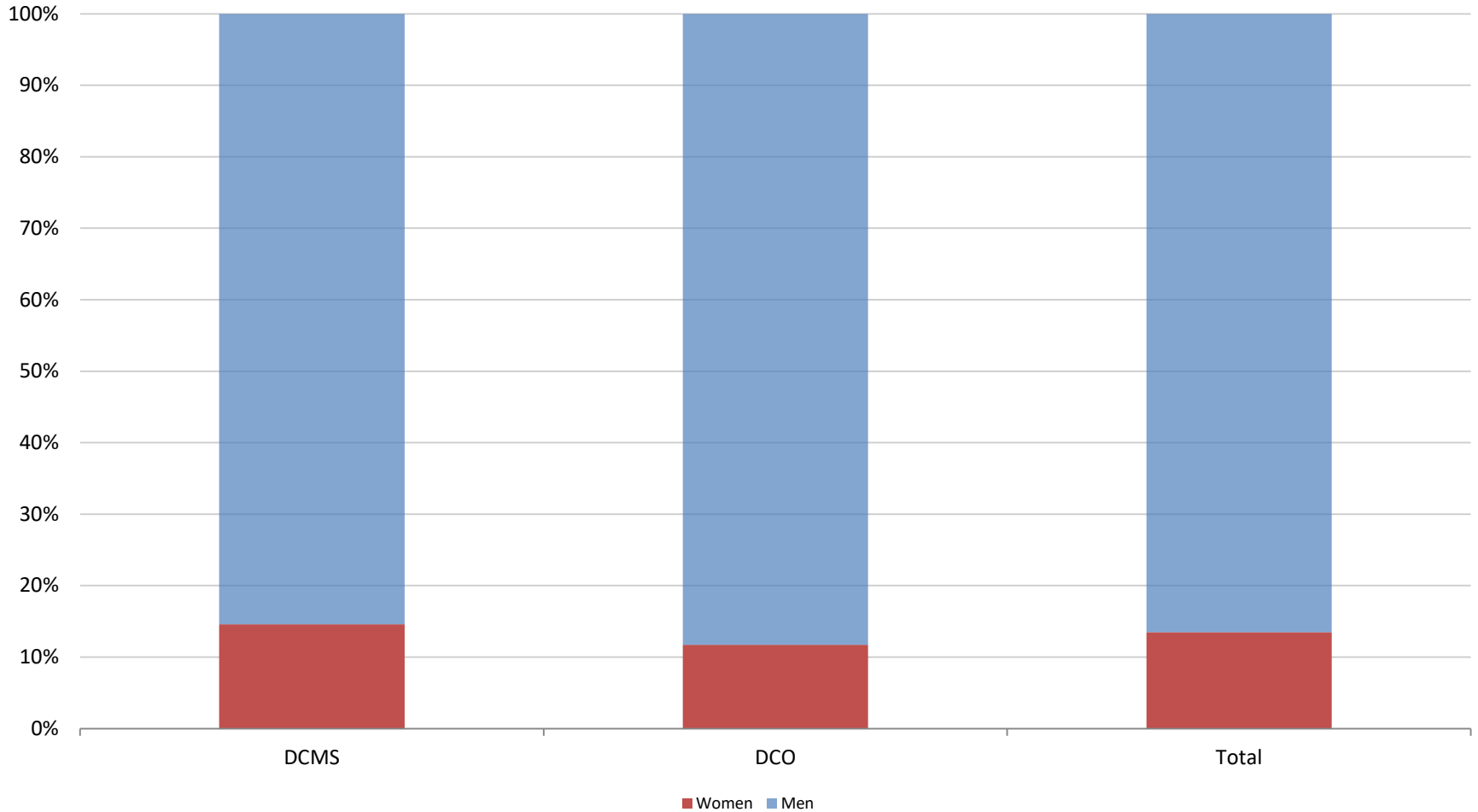
DCO = Deputy Commandant for Operations

Ratings were determined to fall under DCMS or DCO based on the chain of command for the program management (i.e. RFMC).

Other ways could determine “operational” or not – i.e. sea to shore ratio, nature of work.

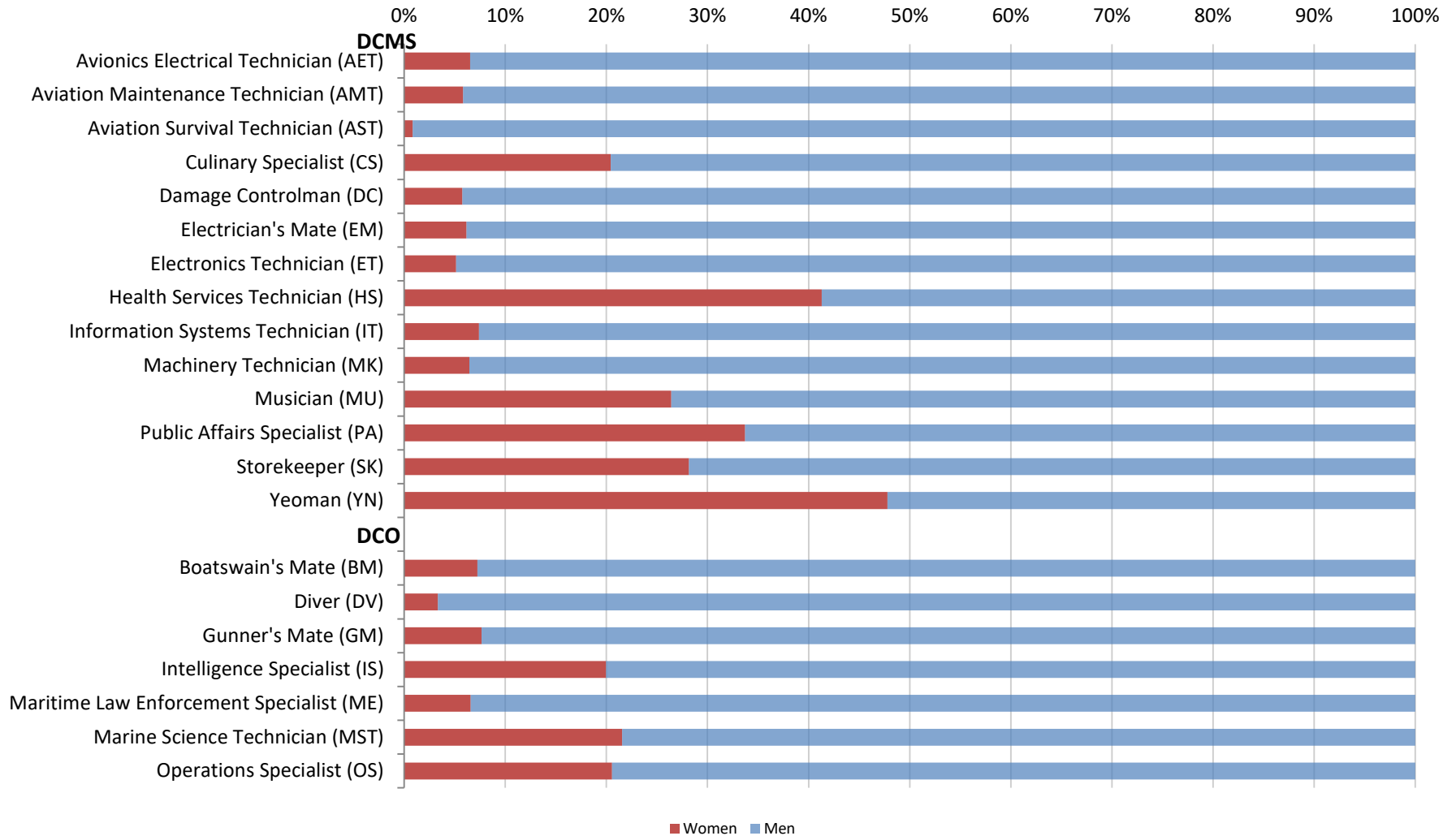
DCMS vs DCO

Ratings By Gender (%)



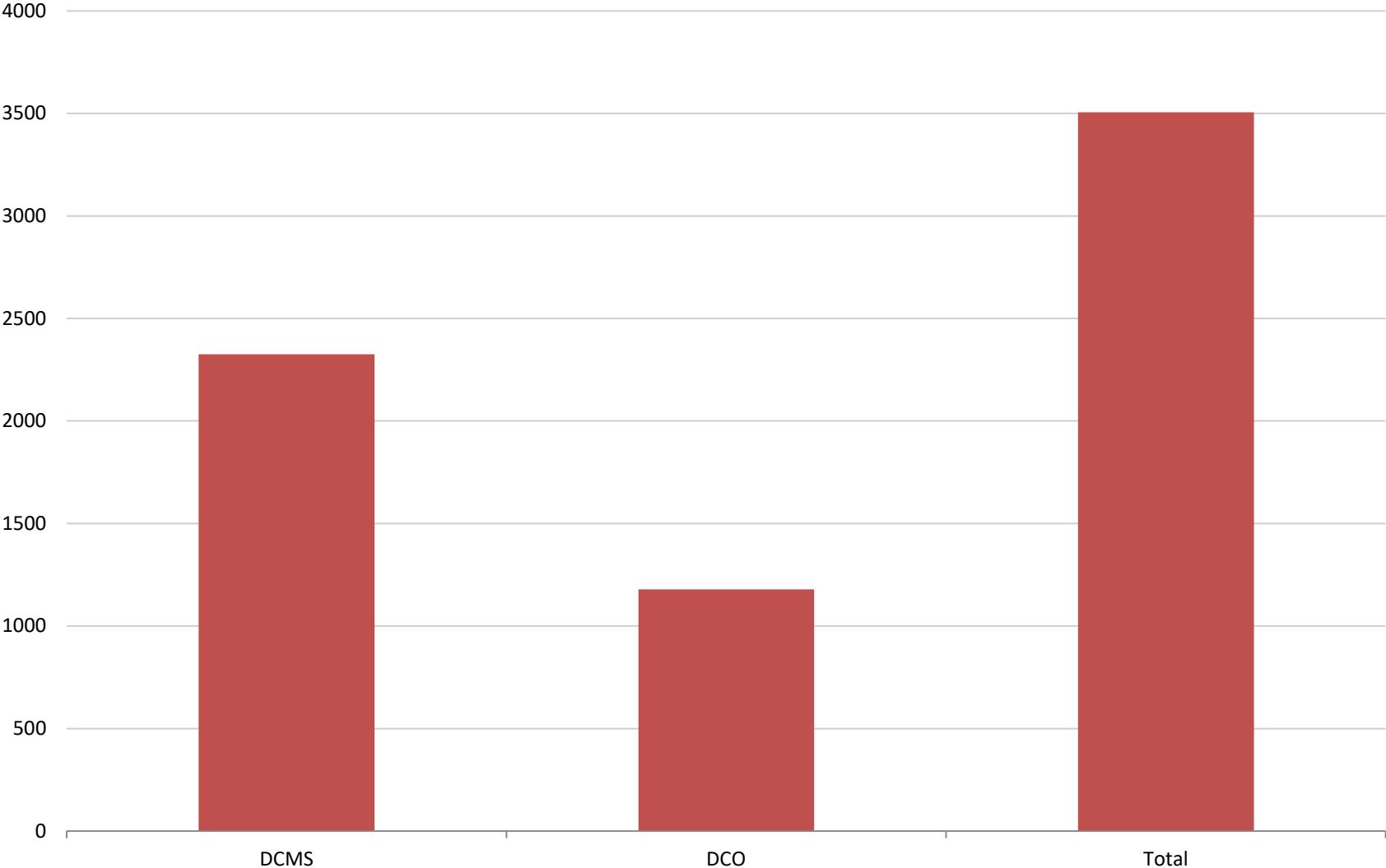
DCMS vs DCO

Ratings By Gender (%)



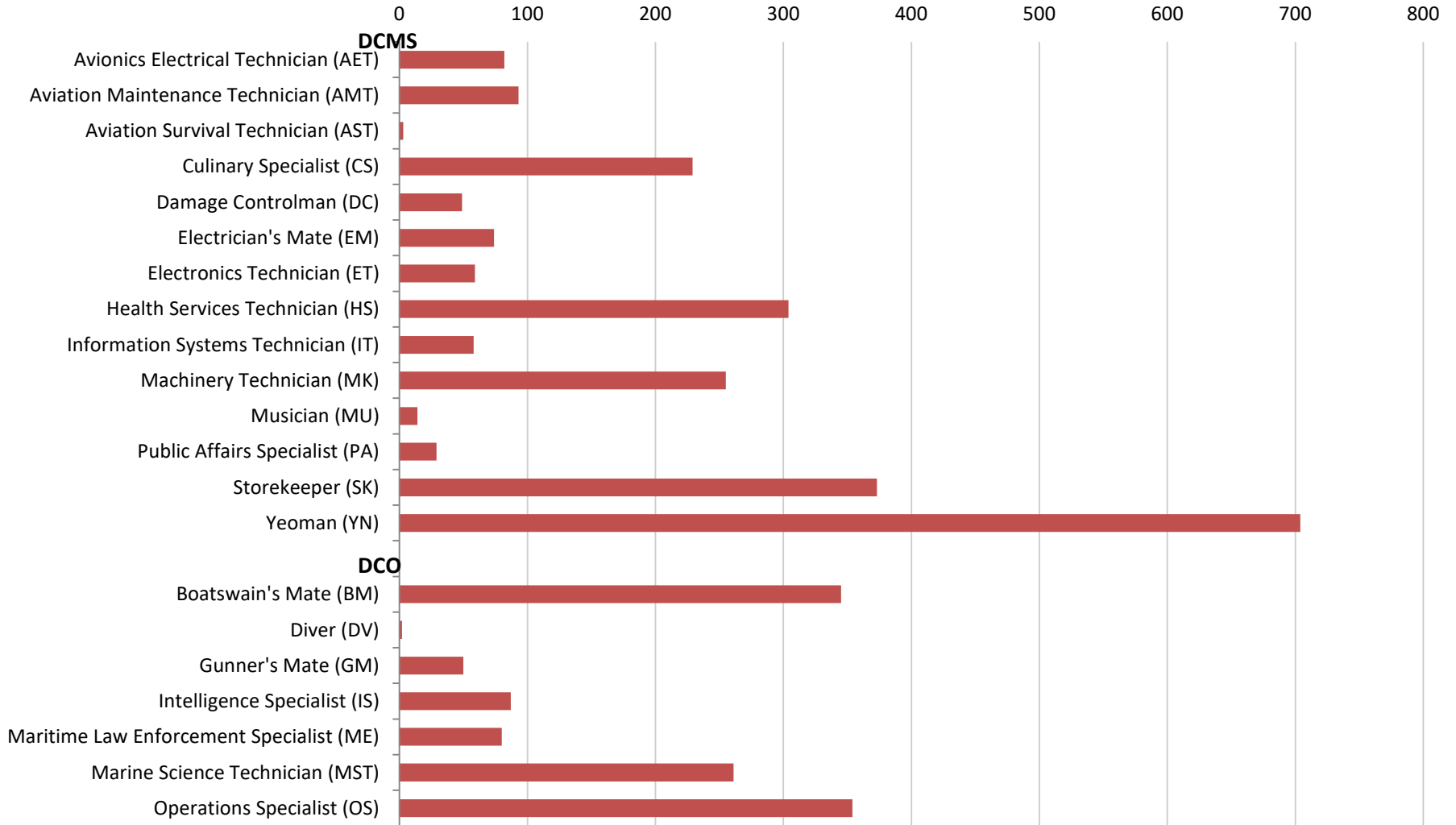
DCMS vs. DCO

Number of Women by Rating



DMCS vs. DCO

Number of Women by Rating



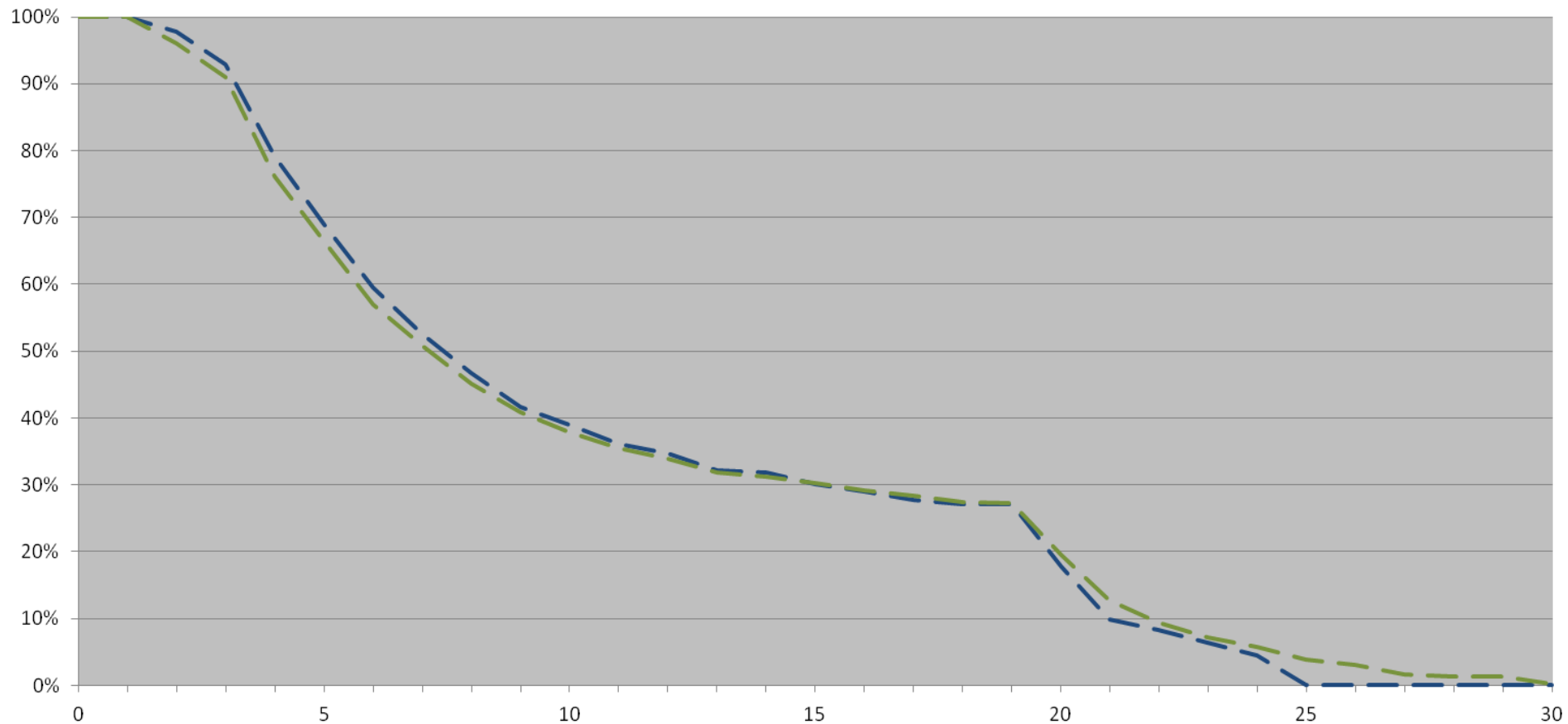
Notes on Length of Service Charts

- Overall line gives estimate of % of people (y-axis) who will make it to a given length of service (x-axis)
- Slope of line is most important – it's the loss rate average of the 5 most recent years
- Assumes all year groups will follow patterns of past five years

Retention of women in Operational Specialties vs. Overall Retention of women

Women in Operational Specialties vs. All Women with Specialties

— DCO Women — All Rated Women

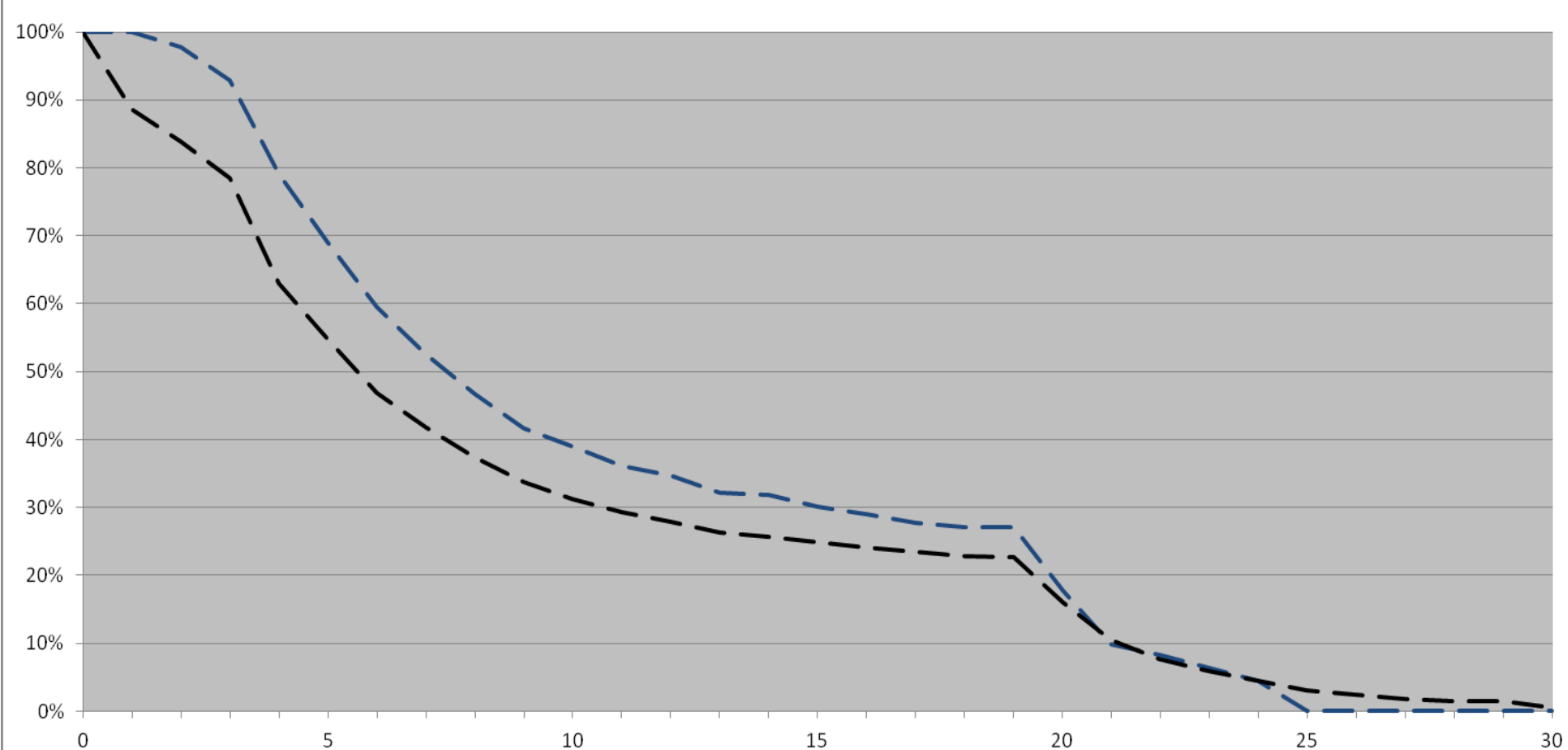


- Because relatively few members have specialties within the first two years of service, this graph only counts women with ratings.
- The sharp edges in the lines for the later years come from the data being based on few, if any, women in these categories with that many years of service between FY13 and FY17.

Retention of women in Operational Specialties vs. Overall Retention of women

Women in Operational Specialties vs. All Women with or without Specialties

— DCO Women — All Women

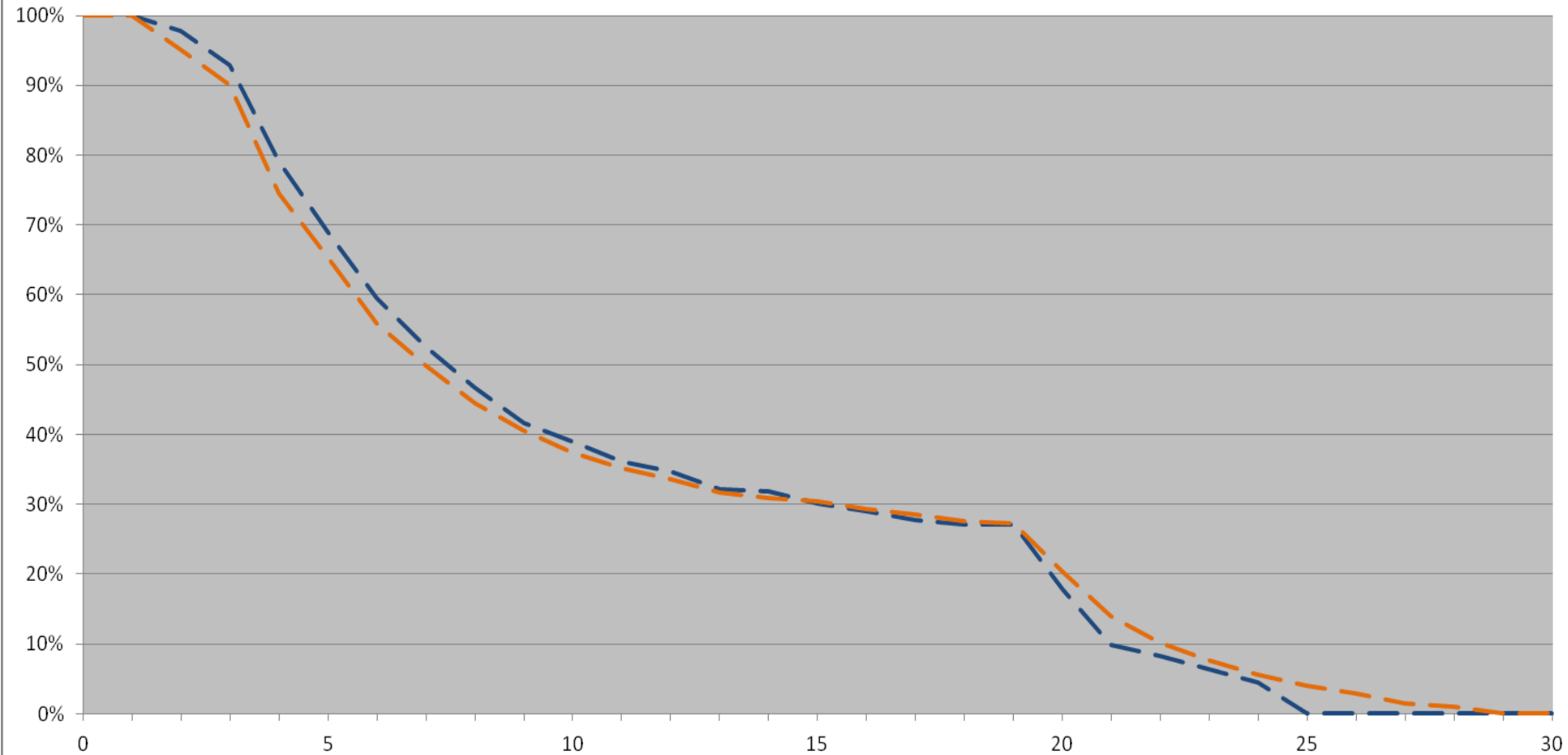


- Women without specialties leave faster than specialized women in the first few years of service. Because of the non-rate structure of the Coast Guard, there are very few women with specialties with a few years of service and very few women without specialties after a few years.

Retention of women in Operational Specialties
vs.
Retention of women in Support-Oriented Career disciplines

Women in Operational Specialties vs. Women in Mission Support Specialties

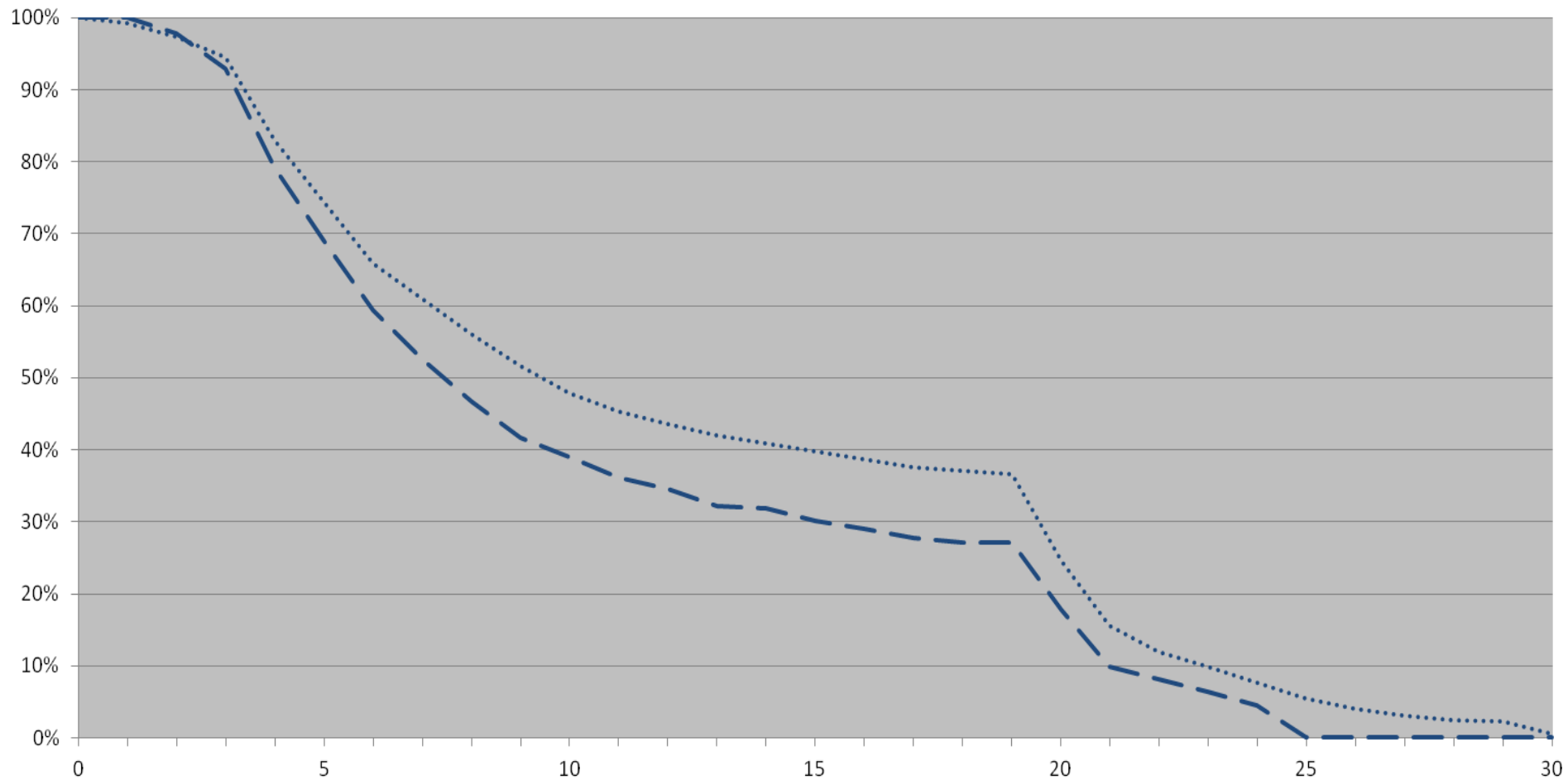
— DCO Women — DCMS Women



Retention of women in Operational Specialties vs. Retention of men in the same discipline

Women vs. Men in Operational Specialties

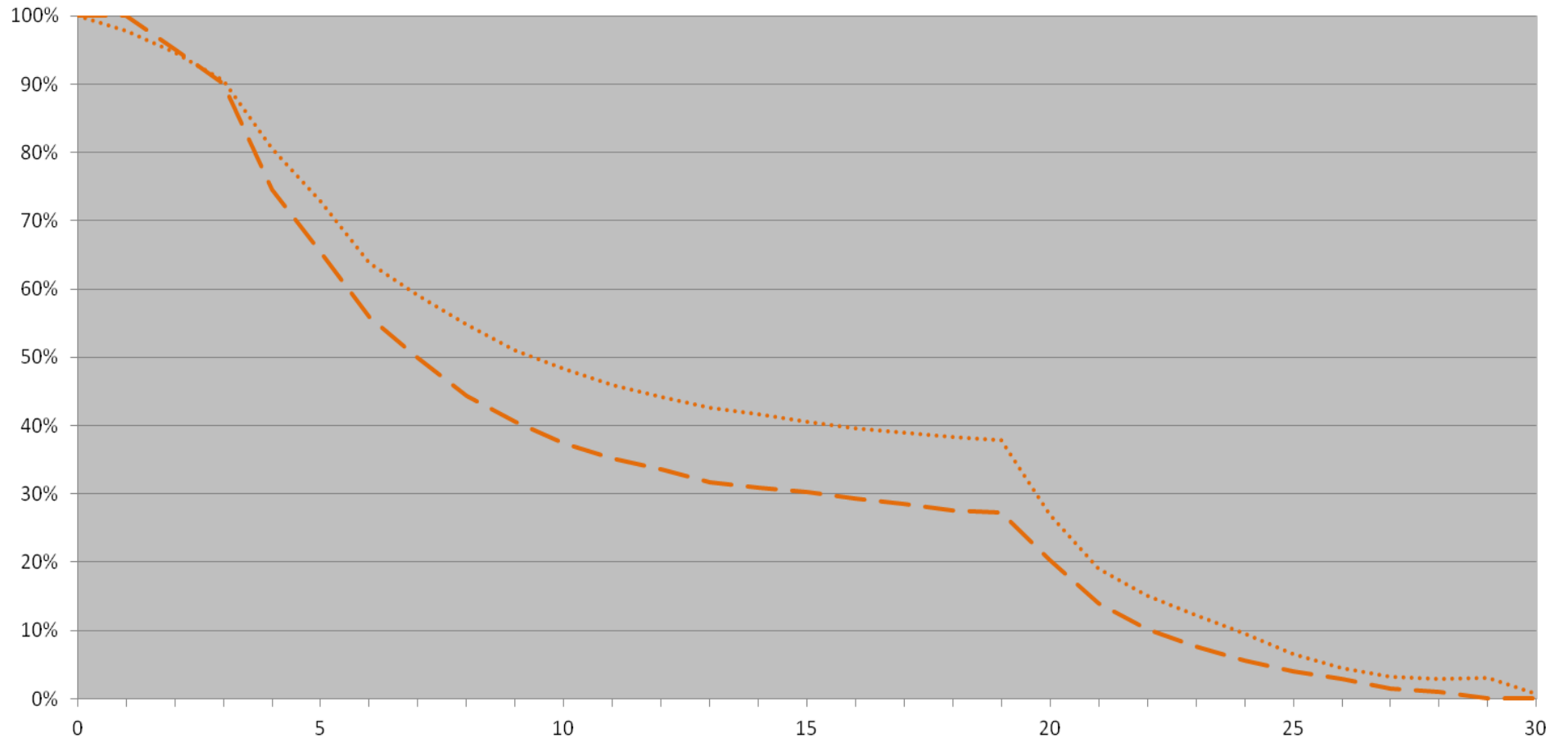
— DCO Women DCO Men



Retention of women in Support-Oriented career disciplines vs. Retention of men in the same discipline

Women vs. Men in Mission Support Specialties

— DCMS Women DCMS Men



Fun Fact

- Looking at the annual loss rates for the past five years of all rated members, separated by rating and gender
- Women in the BM, MK, and OS ratings had statistically significant higher loss rates than their male counterparts
- Women and men in the other ratings had similar loss rates

What actions are the Service taking to determine root cause and address any disparities?

- The Office of Diversity and Inclusion (CG-12B) has contracted a with RAND Corporation to conduct a Women's Retention Study and Holistic Analysis to identify workforce barriers that may influence retention.