

DACOWITS' RFIs for March 2019

VARIANCE IN WOMEN'S RECRUITMENT AND RETENTION BY RACE/ETHNICITY (R&R)	
The Committee knows that the percentage of women in the Military Services continues to lag behind men in all Services. The Committee has not yet explored whether there is any variance in accessions and/or retention amongst women based on race or ethnicity.	
1	The Committee requests a written response from Defense Manpower Data Center (DMDC) to provide the number/percentage of officer and enlisted personnel for each Service-branch broke down by rank, gender, race, and ethnicity for the years: 2008, 2013, and 2018.
2	The Committee requests a written response from Military Services (to include the Reserves and National Guard) to provide: <ol style="list-style-type: none"> a. Statistics for enlisted and officer accession rates broken down by gender, race and ethnicity from 2008 to 2018. b. Statistics for enlisted and officer promotion rates broken down by gender, race and ethnicity from 2008 to 2018.
3	The Committee requests a written response from Military Service Academies to provide statistics of cadet/midshipmen accessions broken down by gender, race, and ethnicity from 2008 to 2018.
CONSCIOUS AND UNCONSCIOUS GENDER BIAS (R&R)	
The Committee believes the Military Services are at various phases in eliminating conscious and unconscious bias from the various elements of Service member professional development. There have been independent studies conducted which indicate potential evidence of conscious and unconscious gender bias and language in military performance evaluations. For example, the 2018 Harvard Business Review study: " <i>The Different Words We Use to Describe Male and Female Leaders.</i> "	
4	The Committee requests a written response from each of the Military Services on what actions have been taken to assess and mitigate (if necessary) the impact of conscious and unconscious gender bias and language on military performance evaluations and promotions? Additionally, include any processes built into your promotion and evaluation systems that facilitate equitable selection.
FEMALE CHAPLAINS (R&R)	
Over the past decade, the Committee has reviewed the status of female Chaplains, making recommendations regarding the recruitment and retention of women. Most recently in 2016, the Committee recommended that the Secretary of Defense " <i>examine the unchanged percentage of women since 2006 in the Chaplain Corps,</i> " and " <i>establish clear oversight of Services' Chaplain Corps and set guidelines for increasing the diversity of the Chaplain Corps.</i> " In September 2018, the Committee received a public comment from the National Conference on Ministry to the Armed Forces (NCMAF), expressing concerns over the lack of training for women in ministry and low promotion rates of female Chaplains as compared to other military career fields.	
5	The Committee requests a written response from Air Force, Army and Navy on the recommendations regarding female Chaplains from the 2006 and 2016 DACOWITS reports. To include: <ol style="list-style-type: none"> a. Provide current statistics on the number and percentage of female Chaplains by grade. b. What is being done to increase the recruitment and retention of female Chaplains in the military (e.g., ongoing initiatives, professional development opportunities, etc.)?

DACOWITS' RFIs for March 2019

REVISED PHYSICAL FITNESS TESTS: PHYSIOLOGICAL GENDER DIFFERENCES

(E&I)

The Committee has been previously briefed on the impact that physiological gender differences can have on a Service member's ability to reach the set standard. The Committee is interested in how the Military Services incorporate these physiological gender differences into their physical fitness programs.

6

The Committee request a **briefing** from each of the **Military Services*** to address the following:

- a. What is your physical fitness training program to prepare Service members for physical fitness tests?
- b. Does your physical fitness training program incorporate the science on physiological gender differences?
- c. How is your physical fitness training program administered and communicated to Service members?
- d. Is the physical fitness training program mandatory? If so, how are commands implementing and tracking effectiveness?
- e. Do you have a special rate/designation for fitness trainers? If so, what are their responsibilities?

GENDER INTEGRATION: WOMEN ON SHIPS UPDATE

(E&I)

In 2015, the Secretary of the Navy recommended keeping specific positions closed to the assignment of enlisted women on three classes of ships scheduled to be decommissioned: frigates (FFGs), mine countermeasure ships (MCMs), and patrol coastal craft (PCs). The rationale for keeping these classes of ships closed to women was in part due to lack of appropriate berthing spaces and decommissioning schedules. Ship modifications were determined to be an injudicious use of resources. However, in recent years there have been changes to these decommissioning schedules, as well as to the delivery of new gender neutral surface ships and submarine platforms. Therefore, the Committee is concerned about potential impacts to women's career progression due to a lack of availability for women to serve in sea duty assignments.

7

The Committee requests a **briefing** from the **Navy and Coast Guard*** to address the following:

- a. What was the original plan for integrating all classes of ships previously closed to women?
- b. What is the current plan to expand opportunities for women at sea (i.e., assignment availability; increase in the number of racks at sea allocated to women)?
- c. Provide the current number of ships and submarines capable of having servicewomen assigned (officer and enlisted) out of your total inventory.
- d. What is the racks at sea utilization percentage for women (both officer and enlisted), as compared to their male counterparts for each class of ship?
- e. Provide the percentage of berthing allocations for women, onboard all newly commissioned ships over the past 5 years, by platform/class.
- f. At what level is the allocation of berthing/racks assigned to women on all pre-commissioning ships reviewed/approved?

8

Since the 1990s, female Marines have been assigned to Marine Expeditionary Units (MEU) detachments, with the general policy that, if the MEU ships are configured for women, women may serve on the MEU detachment. The Committee requests a **written response** from the **Marine Corps** to provide details on the current status in the assignment of women to MEUs to Navy amphibious warships.

DACOWITS' RFIs for March 2019

2018 CONTINUING CONCERN: MARINE CORPS RECRUIT TRAINING (E&I)	
The Committee is interested in ensuring that women in the Military Services are integrated into previously closed specialties in a way that ensures military readiness. Given that initial training is fundamental to Service members' readiness, the Committee believes female recruits must be integrated into all training environments to foster a collaborative culture and cohesive unit climate between male and female Marines from initial entry.	
9	The Committee requests a briefing from the Marine Corps on the status of integrating Recruit Training at MCRD Parris Island, to include analysis and lessons learned from the January 2019 integrated training cycle.
PREGNANCY/PARENTHOOD POLICIES (WB&T)	
According to recent studies conducted by the U.S. Department of Health and Human Services (HHS), "Almost nothing is known about the family and individual adjustment of military mothers who have deployed..." There are a host of scholarly articles addressing psychological conditions, such as anxiety, depression, family violence, etc. resulting from returning deployed family members. In many, if not most military families, women are the primary care giver; studies suggest more than 70 percent. Given the importance of the military mother to the family unit, the Committee is interested in the policies that support servicewomen's reintegration into the family after deployment (to include the Reserves and Guard).	
10	The Committee requests a written response from each of the Military Services (to include the Reserves and National Guard) to provide details on the following: <ol style="list-style-type: none"> a. Describe your Services' reintegration program for deployed Service members. b. What programs are in place to support deployed servicewomen, who are mothers, as they reintegrate back into their family? c. How does your Service assess the effectiveness and impact of these family adjustment programs? d. What additional support is provided to mothers as they return to their families from deployment?
DOMESTIC VIOLENCE AFFECTING SERVICEWOMEN (WB&T)	
In 1996, the Committee recommended " <i>that the Assistant Secretary of the Defense for Force Management Policy expand the information currently being collected on spouse abuse to include all violence against military women (including sexual assault).</i> " Recently, media headlines have spotlighted multiple servicewomen being affected by domestic violence and/or intimate partner violence. The Committee is concerned about the impacts of these incidences on the safety and welfare of servicewomen as well as on operational readiness.	
11	The Committee requests a briefing from each of the Military Services (to include the Reserves and National Guard)* regarding their policies on domestic violence (DV) and intimate partner violence (IPV) as it affects servicewomen to include: <ol style="list-style-type: none"> a. How does your service define DV and intimate-partner violence IPV? b. How does your service track DV and IPV incidents, to include and not limited to non-cohabitating intimate partners and previous marital partners? c. Who collects DV/IPV data? Who maintains this data? Who has access to this data? How is this data transferred between commands? Is this data annotated in a Service member's (i.e., abuser) permanent record? d. What process is in place to ensure communication, coordination and notification occurs with civilian authorities as it relates to DV/IPV? To include, incidents that occur outside of the installation, involve a civilian partner, or civilian court order (e.g., restraining/protective order), etc.? e. What can commands do to assist a servicewoman who is being abused by a non-military member? f. Are there different factors to consider when the DV/IPV victim lives on-base vice off-base? For example, what resources are provided to servicewomen who need temporary shelter from an abusive domestic partner? What about servicewomen with children? g. How are restraining orders handled when two members are assigned to the same base or same unit?

* Panel Style Format

R&R = Recruitment & Retention Subcommittee

E&I = Employment & Integration Subcommittee

WB&T = Well-Being & Treatment Subcommittee