

**SUBJ:** DACOWITS RFI #2 - March QBM

**FROM:** PSC-OPM-1 and PSC-RPM

**TO:** DACOWITS Committee

**THRU:** Office of Diversity & Inclusion (DPR - 4)

## **RETENTION INITIATIVES**

**In accordance with DACOWITS' Terms of Reference, the R&R Subcommittee will identify opportunities and innovative initiatives to more effectively retain servicewomen, utilizing retention incentives such as bonuses, special schools, retraining, and choice duty assignments.**

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

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**DACOWITS**: The Committee is concerned that women opt out of major career progression milestones at a larger rate than their male counterparts (e.g., requests for withdrawal from promotion consideration, Service schools, or command opportunity). The Committee is interested in opt-out data from FY19-23, separated by gender and grade, to determine if there is disparity of mid-career women versus men.

- a. The Committee requests a written response from the Military Services (Army, Navy, Marine Corps, Air Force, Space Force, Coast Guard, and National Guard) on the number of opt outs submitted by Service members in the grades of O-4 through O-6 and E-7 through E-9, broken out by grade, gender, and the percentage of the total number being considered in their peer group.

### **CG Response:**

**Reserve Workforce**: The U. S. Coast Guard has only offered members of the service the ability to request opt-out from consideration by a promotion board since FY23. One reserve member applied and was granted OPT-OUT in FY23 (O4, male). This amounts to 0.3% of USCG reserve personnel at the O4 rank requesting OPT-OUT.

In FY24, there were no applicants.

There are currently no USCG enlisted reserve OPT-OUTs.

**Active Duty Officers**: The U. S. Coast Guard has only offered members of the service the ability to request opt-out from consideration by a promotion board since FY23. The data below reflects the number of officers that requested exclusion from promotion zone during FY23.

FY23:

	# of Opt Outs Submitted (O4)	Percentage of total
Male	2	66%
Female	1	33%

The U. S. Coast Guard offers service school opportunities through a panel application process. The following data reflects the number of members offered to attend joint service schools that declined attendance.

FY23 – All officers accepted joint service schools.

FY22 – No officers in the grade of O4-O6 declined.

FY21 – All officers accepted joint service schools.

FY20 – All officers accepted joint service schools.

FY19 – All officers accepted joint service schools.

Active Duty Enlisted: Data from FY19-FY23 was compiled and evaluated for advancement opt-outs for paygrades E7-E9. Upon analysis it was determined that female servicemembers opted-out of advancement significantly less than their male counterparts at the E7 to E9 paygrades. The below table outlines the total number of enlisted members E7 through E9 who tested and were subsequently advanced annually. The chart includes the total number of members who were eligible for advancement (tested) and subsequently selected for advancement, the chart then specifies the total number of advancements opt-outs by gender. Annually- females accounted for less than one-third of all advancement opt-outs compared to their male counterparts.

Year	Tested	Advanced	Total Opt Out	Male	% Tested	% Advanced	Female	% Tested	% Advanced
2024	3488	562	14	11	0.32%	1.96%	3	0.09%	0.53%
2023	3803	1370	25	23	0.60%	1.68%	2	0.05%	0.15%
2022	4361	1166	15	14	0.32%	1.20%	1	0.02%	0.09%
2021	4328	966	35	34	0.79%	3.52%	1	0.02%	0.10%
2020	4475	1063	17	14	0.31%	1.32%	3	0.07%	0.28%
2019	4621	1050	22	21	0.45%	2.00%	1	0.02%	0.10%

The below tables provide additional details by paygrade with the same breakdown of percentage of males/females tested and advanced who chose to opt-out of advancement.

2024								
	Tested	Advanced	Male Opt Out	% Tested	% Advanced	Female Opt Out	% Tested	% Advanced
E9	203	54	0	0.00%	0.00%	1	0.49%	1.85%
E8	627	162	2	0.32%	1.23%	0	0.00%	0.00%
E7	2702	569	2	0.07%	0.35%	0	0.00%	0.00%

2023								
	Tested	Advanced	Male Opt Out	% Tested	% Advanced	Female Opt Out	% Tested	% Advanced
E9	201	68	1	0.50%	1.47%	0	0.00%	0.00%
E8	745	292	14	1.88%	4.79%	2	0.27%	0.68%
E7	2946	965	17	0.58%	1.76%	3	0.10%	0.31%

2022								
	Tested	Advanced	Male Opt Out	% Tested	% Advanced	Female Opt Out	% Tested	% Advanced
E9	241	73	0	0.00%	0.00%	0	0.00%	0.00%
E8	928	207	12	1.29%	5.80%	0	0.00%	0.00%
E7	3192	902	18	0.56%	2.00%	0	0.00%	0.00%

2021								
	Tested	Advanced	Male Opt Out	% Tested	% Advanced	Female Opt Out	% Tested	% Advanced
E9	218	56	0	0.00%	0.00%	0	0.00%	0.00%
E8	871	178	6	0.69%	3.37%	0	0.00%	0.00%
E7	3239	682	14	0.43%	2.05%	2	0.06%	0.29%

2020								
	Tested	Advanced	Male Opt Out	% Tested	% Advanced	Female Opt Out	% Tested	% Advanced
E9	263	55	0	0.00%	0.00%	0	0.00%	0.00%
E8	949	217	7	0.74%	3.23%	0	0.00%	0.00%
E7	3277	806	8	0.24%	0.99%	2	0.06%	0.25%

2019								
	Tested	Advanced	Male Opt Out	% Tested	% Advanced	Female Opt Out	% Tested	% Advanced
E9	260	81	0	0.00%	0.00%	0	0.00%	0.00%
E8	937	231	10	1.07%	4.33%	0	0.00%	0.00%
E7	3424	720	8	0.23%	1.11%	1	0.03%	0.14%