

MARINE CORPS RESPONSE TO DACOWITS RFI #3a-3o (MARCH 2024)
IMPLEMENTATION OF WOMEN, PEACE, AND SECURITY REQUIREMENTS

RFI #3a-3o. The Committee would like to examine the actual DoD Gender Analysis Framework/Guide/Checklist to understand, assess, and use to support WPS Objective 1: "modeling and employing WPS for women's meaningful participation within the Joint Force as well as representation across the Joint Force."

2023 - CURRENT

Response 1: (Active Component) The Marine Corps currently has 338 O4 JDALs, with 210 O4s currently serving (62% of total JDALs). Out of the 210 O4s currently serving within the 338 JDALs, 193 are Male (92%), and 17 are Female (8%).

Response 2: (Active Component) The Marine Corps currently has 281 O5 JDALs, with 241 O5s currently serving (86% of total JDALs). Out of the 241 O5s currently serving within the 281 JDALs, 227 are Male (94%), and 14 are Female (6%).

Response 3: (Active Component) The Marine Corps currently has 99 O6 JDALs, with 91 O6s currently serving (92% of total JDALs). Out of the 91 O6s currently serving with the 99 JDALs, 89 are Male (98%), and 2 are Female (2%).

TOTAL PERCENTAGES OF JOINT (ACTIVE COMPONENT) :

<u>GRADE</u>	<u>Total JDALs</u>	<u>JDALS filled</u>	<u>MALE</u>	<u>FEMALE</u>	<u>% MALE</u>	<u>% FEMALE</u>
<u>O4</u>	338	210	193	17	92%	8%
<u>O5</u>	281	241	227	14	94%	6%
<u>O6</u>	99	91	89	2	98%	2%

2022

Response 1: (Active Component) The Marine Corps had 324 O4 JDALs, 199 total O4s that served (61% of total JDALs). Out of the 199 O4s that served within the 324 JDALs, 186 were Male (93%), and 13 were Female (7%).

Response 2: (Active Component) The Marine Corps had 281 O5 JDALs, with 250 O5s that served (89% of total JDALs). Out of the 250 O5s that served within the 281 JDALs, 239 were Male (96%), and 11 were Female (4%).

Response 3: (Active Component) The Marine Corps currently had 93 O6 JDALs, with 81 O6s that served (87% of total JDALs). Out of the 81 O6s that served within the 93 JDALs, 79 were Male (98%), and 2 were Female (2%).

**MARINE CORPS RESPONSE TO DACOWITS RFI #3a-3o (MARCH 2024)
IMPLEMENTATION OF WOMEN, PEACE, AND SECURITY REQUIREMENTS**

TOTAL PERCENTAGES OF JOINT (ACTIVE COMPONENT) :

<u>GRADE</u>	<u>Total JDALS</u>	<u>JDALS filled</u>	<u>MALE</u>	<u>FEMALE</u>	<u>% MALE</u>	<u>% FEMALE</u>
<u>O4</u>	324	199	186	13	93%	7%
<u>O5</u>	281	250	239	11	96%	4%
<u>O6</u>	93	81	79	2	98%	2%

2021

Response 1: (Active Component) The Marine Corps had 309 O4 JDALs, 188 total O4s that served (61% of total JDALs). Out of the 188 O4s that served within the 309 JDALs, 178 were Male (93%), and 10 were Female (7%).

Response 2: (Active Component) The Marine Corps had 268 O5 JDALs, with 262 O5s that served (98% of total JDALs). Out of the 262 O5s that served within the 268 JDALs, 250 were Male (95%), and 12 were Female (5%).

Response 3: (Active Component) The Marine Corps had 92 O6 JDALs, with 76 O6s that served (83% of total JDALs). Out of the 76 O6s that served within the 92 JDALs, 74 were Male (97%), and 2 were Female (3%).

TOTAL PERCENTAGES OF JOINT (ACTIVE COMPONENT) :

<u>GRADE</u>	<u>Total JDALS</u>	<u>JDALS filled</u>	<u>MALE</u>	<u>FEMALE</u>	<u>% MALE</u>	<u>% FEMALE</u>
<u>O4</u>	309	188	178	10	93%	7%
<u>O5</u>	268	262	250	12	95%	5%
<u>O6</u>	92	76	74	2	97%	3%

MARINE CORPS RESPONSE TO DACOWITS RFI #3p-3y (MARCH 2024)
IMPLEMENTATION OF WOMEN, PEACE AND SECURITY REQUIREMENTS

The Committee would like to examine the actual DoD Gender Analysis Framework/Guide/Checklist to understand, assess, and use to support WPS Objective 1: "modeling and employing WPS for women's meaningful participation within the Joint Force as well as representation across the Joint Force."

RFI # 3: The Committee requests a written response from the Marine Corps, on the following:

p. Total number of O7-O8s and break out number and percentage of males and number and percentage of females in the total O7-O8 population (separate O7 and O8 into two separate rows of data).

q. Total number of O7 and O8 JDAL billets.

r. Total number of O7-O8s who are currently serving (1 Jan 2023-31 Dec 2023) in JDA and break out number and percentage of males and number and percentage of females in this total O7-O8 JDA population (separate O7 and O8 into two separate rows of data).

s. Total number and percentage of O7-O8s who have JDAL credit prior to 1 Jan 2023 but are still O7-O8 rank. Break out number of males and numbers of females in this total O7-O8 JDAL credit population (separate O7 and O8 into two separate rows of data).

t. Request data for 2023, 2022, and 2021.

u. Total number of O9-O10s and break out number of males and numbers of females in the total O9-O10 population (separate O9 and O10 into two separate rows of data).

v. Total number of O9 and O10 JDAL billets.

w. Total number of O9-O10s who are currently serving (1 Jan 2023-31 Dec 2023) in JDA and break out number and percentage of males and number and percentage of females in this total O9-O10 JDA population (separate O9 and O10 into two separate rows of data).

x. Total number of O9-O10s who have JDAL credit prior to 1 Jan 2023 but are still O9-O10 rank. Break out number and percentage of males and number and percentage of females in this total O9-O10 JDAL credit population (separate O9 and O10 into two separate rows of data).

y. Request data for 2023, 2022, and 2021.

MARINE CORPS RESPONSE TO DACOWITS RFI #3p-3y (MARCH 2024)
IMPLEMENTATION OF WOMEN, PEACE AND SECURITY REQUIREMENTS

Response 3p: The Marine Corps currently has 45 Active Duty O7s, including frocked and O6s whose selection to O7 has been confirmed. 2 (4.44%) are female and 43 (95.56%) are male. The Marine Corps currently has 29 Active Duty O8s. 2 (6.25%) are female and 27 (93.75%) are male.

CURRENT			
		Number	Percent
O7 SELECTS	Female	0	0
	Male	2	100
FROCKED	Female	0	0
	Male	5	100
O7	Female	2	5.77
	Male	36	94.23
O7 TOTAL	Female	2	4.44
	Male	43	95.56
O8	women	2	6.25
	men	27	93.75

Response 3q: The General Officer/Flag Officer Matters, Joint Staff manages the quantity and rank requirements of JDAL billets. There are currently 97 JDAL billets designated for an O7 and 78 JDAL billets designated for an O8.

Response 3r: The Marine Corps currently has 12 O7s serving in JDAL billets. 1 (8.33%) is a female and 11 (91.67%) are male. The Marine Corps currently has 7 O8s serving in JDAL billets. 1 (14.29%) is a female and 6 (85.71%) are male.

CURRENT		
	Number	Percent
O7s Currently Serving in a JDAL Billet		
Female	1	8.33%
Male	11	91.67%
O8s Currently Serving in a JDAL Billet		
Female	1	14.29%
Male	6	85.71%

Response 3s: Prior to 2023, there The Marine Corps had 19 O7s who had at least partial Joint credit for filling a JDAL billet. 1 (5.26%) them is a female and 18 (94.74) are male. 1 female (100%) and 9 males (50%) were either selected for promotion or promoted to O8. Prior to 2023, the Marine Corps had 27 O8s who had at least partial Joint credit for filling a JDAL billet. 2 (7.41%) them are female and 25 (92.59) are male. No females (0%) were promoted and 1 male (4%) was promoted to O9.

Response 3t:

MARINE CORPS RESPONSE TO DACOWITS RFI #3p-3y (MARCH 2024)
IMPLEMENTATION OF WOMEN, PEACE AND SECURITY REQUIREMENTS

PRIOR TO 1 JANUARY 2023	<u>O7</u>	<u>MALE</u>	<u>% MALE</u>	<u>FEMALE</u>	<u>% FEMALE</u>
<u>TOTAL POPULATION</u>	19	18	94.74	1	5.26
<u>PROMOTED OR SELECTED FOR PROMOTION</u>	10	9	50	1	100
<u>STILL O7 AND NOT SELECTED FOR PROMOTION</u>	9	9	50	0	0

PRIOR TO 1 JANUARY 2023	<u>O8</u>	<u>MALE</u>	<u>% MALE</u>	<u>FEMALE</u>	<u>% FEMALE</u>
<u>TOTAL POPULATION</u>	27	25	92.59	2	7.41
<u>PROMOTED</u>	1	1	4	0	0
<u>STILL O8</u>	26	24	96	2	100

PRIOR TO 1 JANUARY 2022	<u>O7</u>	<u>MALE</u>	<u>% MALE</u>	<u>FEMALE</u>	<u>% FEMALE</u>
<u>TOTAL POPULATION</u>	24	22	91.67	2	8.33
<u>PROMOTED OR SELECTED FOR PROMOTION</u>	10	19	86.36	2	100
<u>STILL O7 AND NOT SELECTED FOR PROMOTION</u>	9	3	13.64	0	0

PRIOR TO 1 JANUARY 2022	<u>O8</u>	<u>MALE</u>	<u>% MALE</u>	<u>FEMALE</u>	<u>% FEMALE</u>
<u>TOTAL POPULATION</u>	29	28	96.55	1	3.45
<u>PROMOTED</u>	7	7	25	0	0
<u>STILL O8</u>	22	21	75	1	100

PRIOR TO 1 JANUARY 2021	<u>O7</u>	<u>MALE</u>	<u>% MALE</u>	<u>FEMALE</u>	<u>% FEMALE</u>
<u>TOTAL POPULATION</u>	24	22	91.67	2	8.33
<u>PROMOTED OR SELECTED FOR PROMOTION</u>	21	19	86.36	2	100
<u>STILL O7 AND NOT SELECTED FOR PROMOTION</u>	3	3	13.64	0	0

PRIOR TO 1 JANUARY 2021	<u>O8</u>	<u>MALE</u>	<u>% MALE</u>	<u>FEMALE</u>	<u>% FEMALE</u>
<u>TOTAL POPULATION</u>	22	22	100	0	0
<u>PROMOTED</u>	7	7	31.82	N/A	N/A
<u>STILL O8</u>	15	15	68.18	N/A	N/A

MARINE CORPS RESPONSE TO DACOWITS RFI #3p-3y (MARCH 2024)
IMPLEMENTATION OF WOMEN, PEACE AND SECURITY REQUIREMENTS

Response 3u: The Marine Corps currently has 18 O9s. None (0%) are female and 18 (100%) are male. The Marine Corps currently has 3 O10s. None (0%) are female and 3 (100%) are male.

CURRENT			
		Number	Percent
O9	Female	0	0.00
	Male	18	100
O10	Female	0	0
	Male	0	100

Response 3v: The General Officer/Flag Officer Matters, Joint Staff manages the quantity and rank requirements of JDAL billets. There are currently 42 JDAL billets designated for an O9 and 15 JDAL billets designated for an O10.

Response 3w: The Marine Corps currently has 4 O9s serving in JDAL billets. None (0%) are female and 4 (100%) are male. The Marine Corps currently has 1 O10s serving in a JDAL billet. 1 (100%) of the Marine Corps O10s serving in a JDAL billet is male.

CURRENT		
	Number	Percent
O9s Currently Serving in a JDAL Billet		
Female	0	0%
Male	4	100%
O10s Currently Serving in a JDAL Billet		
Female	0	0%
Male	1	100%

Response 3x: Prior to 2023, there The Marine Corps had 16 O9s who had Joint credit for filling a JDAL billet. None (0%) them are female and 16 (100%) are male. Prior to 2023, the Marine Corps had 4 O10s who had Joint credit for filling a JDAL billet. None (0%) them are female and 4 (100%) are male.

Response 3y:

PRIOR TO 1 JANUARY 2023	<u>O9</u>	<u>MALE</u>	<u>% MALE</u>	<u>FEMALE</u>	<u>% FEMALE</u>
<u>TOTAL POPULATION</u>	16	16	100	0	0
<u>PROMOTED</u>	0	0	0	N/A	N/A
<u>STILL O9</u>	16	16	100	N/A	N/A

PRIOR TO 1 JANUARY 2023	<u>O10</u>	<u>MALE</u>	<u>% MALE</u>	<u>FEMALE</u>	<u>% FEMALE</u>
<u>TOTAL POPULATION</u>	4	4	100	0	0
<u>PROMOTED</u>	N/A	N/A	N/A	N/A	N/A

MARINE CORPS RESPONSE TO DACOWITS RFI #3p-3y (MARCH 2024)
IMPLEMENTATION OF WOMEN, PEACE AND SECURITY REQUIREMENTS

PRIOR TO 1 JANUARY 2022	<u>O9</u>	<u>MALE</u>	<u>% MALE</u>	<u>FEMALE</u>	<u>% FEMALE</u>
<u>TOTAL POPULATION</u>	19	19	100	0	0
<u>PROMOTED</u>	1	1	5.26	N/A	N/A
<u>STILL O9</u>	18	18	94.74	N/A	N/A

PRIOR TO 1 JANUARY 2022	<u>O10</u>	<u>MALE</u>	<u>% MALE</u>	<u>FEMALE</u>	<u>% FEMALE</u>
<u>TOTAL POPULATION</u>	3	3	100	0	0
<u>PROMOTED</u>	N/A	N/A	N/A	N/A	N/A

PRIOR TO 1 JANUARY 2021	<u>O9</u>	<u>MALE</u>	<u>% MALE</u>	<u>FEMALE</u>	<u>% FEMALE</u>
<u>TOTAL POPULATION</u>	24	24	100	0	0
<u>PROMOTED</u>	3	3	12.5	N/A	N/A
<u>STILL O9</u>	21	21	87.5	N/A	N/A

PRIOR TO 1 JANUARY 2021	<u>O10</u>	<u>MALE</u>	<u>% MALE</u>	<u>FEMALE</u>	<u>% FEMALE</u>
<u>TOTAL POPULATION</u>	4	4	100	0	0
<u>PROMOTED</u>	N/A	N/A	N/A	N/A	N/A

MARINE CORPS RESPONSE TO DACOWITS RFI #3z-hh (MARCH 2024)
IMPLEMENTATION OF WOMEN, PEACE, AND SECURITY REQUIREMENTS

3z. The total number of E5-E6 and break out number and percentage of males and number and percentage of females in E5-E6 population (separate E5 and E6 into two separate rows of data).

DACOWITS_RFI	Grade Grouping	Female	%Female	Male	%Male	Total
3.z	E5-E6	4058	11%	32883	89%	36941
	E5	2763	8%	21221	92%	23984
	E6	1295	10%	11662	90%	12957

3aa. The total number of E5-E6 currently serving in a Joint Assignment (Joint Staff, COCOM, etc.) and break out number and percentage of males and number and percentage of females in this total population (separate E5 and E6 into two separate rows of data).

-There are not any enlisted billets on the JDAL and enlisted Marines do not receive joint credit for serving at joint commands. As of a Web-Mass data pull on 11 Jan 2023, the statistics below break down how many enlisted Marines of each grade/gender serve within joint commands, as defined by the "joint and external" crosstab for the ASR.

DACOWITS_RFI	Grade Grouping	Female	%Female	Male	%Male	Grand Total
3.aa	E5-E6	116	18%	516	82%	632
	E5	65	18%	306	82%	371
	E6	51	20%	210	80%	261

3bb. Request data for 2023, 2022, and 2021.

-Data is from 2023. MMEA does not have historical data.

MARINE CORPS RESPONSE TO DACOWITS RFI #3z-hh (MARCH 2024)
IMPLEMENTATION OF WOMEN, PEACE, AND SECURITY REQUIREMENTS

3cc. The total number of E7-E9 and break out number and percentage of males and number and percentage of females in E7-E9 population (separate E7, E8, and E9 into three separate rows of data).

DACOWITS_RFI	Grade Grouping	Female	%Female	Male	%Male	Total
3.cc	E7-E9	1089	8%	13059	92%	14148
	E7	733	8%	8024	92%	8757
	E8	272	7%	3545	93%	3817
	E9	84	5%	1488	95%	1572
	E9S	0	0%	2	100%	2
	Grand Total	5147	10%	45942	90%	51089

3dd. The total number of E7-E9 currently serving in a Joint Assignment (Joint Staff, COCOM, etc.) and break out number and percentage of males and number and percentage of females in this total population (separate E7, E8, and E9 into three separate rows of data).

-There are not any enlisted billets on the JDAL and enlisted Marines do not receive joint credit for serving at joint commands. As of a WebMass data pull this morning, 11 Jan 2023, the statistics below break down how many enlisted Marines of each grade/gender serve within joint commands, as defined by the "joint and external" crosstab for the ASR.

DACOWITS_RFI	Grade Grouping	Female	%Female	Male	%Male	Grand Total
3.dd	E7-E9	49	10%	460	90%	509
	E7	35	10%	305	90%	340
	E8	14	10%	123	90%	137
	E9	0	0%	32	100%	32
	Grand Total	165	14%	976	86%	1141

3ee. Request data for 2023, 2022, and 2021.

-Data is from 2023. MMEA does not have historical data.

_____Aggregate Numbers_____

Total E5-E9 Staffing_USMC

**MARINE CORPS RESPONSE TO DACOWITS RFI #3z-hh (MARCH 2024)
IMPLEMENTATION OF WOMEN, PEACE, AND SECURITY REQUIREMENTS**

DACOWITZ_RFI	Grade Grouping	Female	%Female	Male	%Male	Total	
3.z	E5-E6	4058	11%	32883	89%	36941	
	E5	2763	8%	21221	92%	23984	
	E6	1295	10%	11662	90%	12957	
3.cc	E7-E9	1089	8%	13059	92%	14148	
	E7	733	8%	8024	92%	8757	
	E8	272	7%	3545	93%	3817	
	E9	84	5%	1488	95%	1572	
	E9S	0	0%	2	100%	2	
	Grand Total		5147	10%	45942	90%	51089

Total E5-E9 Staffing_Joint Commands (USMC JDAL MCCs)

DACOWITZ_RFI	Grade Grouping	Female	%Female	Male	%Male	Grand Total
3.aa	E5-E6	116	18%	516	82%	632
	E5	65	18%	306	82%	371
	E6	51	20%	210	80%	261
3.dd	E7-E9	49	10%	460	90%	509
	E7	35	10%	305	90%	340
	E8	14	10%	123	90%	137
	E9	0	0%	32	100%	32
	Grand Total		165	14%	976	86%

DACOWITS RFI #3 (MARCH 2024)

Subj: DACOWITS RFI #3 - IMPLEMENTATION OF WOMEN, PEACE, AND SECURITY REQUIREMENTS

RFI #3: The Committee would like to examine the actual DoD Gender Analysis Framework/Guide/Checklist to understand, assess, and use, to support WPS Objective 1: "modeling and employing WPS for women's meaningful participation within the Joint Force as well as representation across the Joint Force."

The Committee requests a written response from the Military Services (Army, Navy, Marine Corps, Air Force, and Space Force) on the following:

3a. Total number of O4s and break out number and percentage of males and number and percentage of females in the total O4 population.

Response 3a: Data is as of 1 Mar 2024

O4 Males Count	O4 Males %	O4 Female Count	O4 Female %	O4 Total
3714	91.55%	343	8.45%	4057

3f. Total number of O5s and break out number and percentage of males and number and percentage of females in the total O5 population.

Response 3f: Data is as of 1 Mar 2024

O5 Males Count	O5 Males %	O5 Female Count	O5 Female %	O5 Total
1856	93.08%	138	6.92%	1994

3k. Total number of O6s and break out number and percentage of males and number and percentage of females in the total O6 population.

Response 3k: Data is as of 1 Mar 2024

O6 Males Count	O6 Males %	O6 Female Count	O6 Female %	O6 Total
677	93.51%	44	6.49%	724