

DACOWITS' RFIs for September 2019

WOMEN'S RETENTION

(R&R)

The Committee has been examining the overall numbers of women in the military, as well as by race and ethnicity. After conducting an analysis of the data that the [Defense Manpower Data Center](#) (DMDC) provided in March 2019, the Committee noted that some Services had significant increases in areas compared to other Services. The Committee also noted a lack of female representative among senior women in many of the Services. The percentage of women in the Services overall is disproportionate to the total number of women in the United States. [Please refer to the [Infographic](#) available for download on the DACOWITS home page, located under the 'quick links'.]

1

The Committee requests a **written response** from the **Military Services** utilizing the data provided to the Committee in [March 2019](#) (refer to Infographic):

- a. To all Services, to what do you attribute the disparity in the percentage of total women to your total force, as compared to the population of the country?
- b. To what does the Navy attribute the 5% improvement in the numbers of all women between 2008-2018?
- c. To what does the Coast Guard (5%), Marine Corps (13%) and the Air Force (11%) attribute their gain in Hispanic women between 2008-2018?
- d. To what does the Army attribute the high number of racially diverse (65%) senior enlisted women in 2018?
- e. To all the Services, to what do you attribute the overall low percentage of senior women officers (O-7 and above), and even lower or non-existent percentages of senior women officers with ethnic or racial diversity?

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 integrating female recruits to the maximum extent within all training environments will foster a collaborative culture and cohesive unit climate between male and female Service members from initial entry.

2

The Committee requests a **briefing** from the **Marine Corps** on the status of gender integrated training at [Marine Corps Recruit Depot Parris Island](#), to include the analysis, lessons learned, and future plans gleaned from the January 2019 training cycle.

WOMEN IN SHIPS

(E&I)

The Committee received a briefing from the Navy in March 2019 about the status of women in ships, as well as written follow up information on the current status of women on ships. In order to obtain a more complete picture of servicewomen's opportunities at sea, the Committee is looking to obtain historical information.

3

The Committee requests a **written response** from the **Navy** concerning the Navy's Career Management System-Interactive Detailing (CMS-ID) rack availability error messaging on the following:

- a. From 1 January 2015 to 30 June 2019: How many times has this error message been activated when someone applies for orders, to indicate published available orders were not available due to lack of rack availability for that gender? Please break down by month, year, rating, and gender.
- b. What does the message specifically state? Please provide a screenshot of this message.
- c. What is the action to be taken by the member applying when they receive this error?
- d. What office oversees the assignment of women at sea balance to ensure no platforms are reducing rack availability on a long term basis?

4

In reviewing the information provided by the Navy, the Committee remains concerned about the Mineman rating/occupational specialty. Therefore, the Committee requests an additional **written response** from the **Navy** to address the following:

- a. The number of enlisted Minemen for the following years: 2007, 2012, and 2018, broken down by pay grade (E1-E9) and gender.
- b. The attrition rate for enlisted Minemen for the following years: 2007, 2012, and 2018, broken down by pay grade (E1-E9) and gender.
- c. The number of billets on ships that have Minemen billets, according to the ships manning document by gender, rank structure, and ship type.

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GENDER INTEGRATION (E&I)	
<p>Following the December 3, 2015, decision by the Secretary of Defense to open all previously closed units and positions to women, the Committee has been closely monitoring the Services' efforts to develop, enhance and implement plans to fully integrate women into all occupational specialties.</p>	
5	<p>The Committee requests copies of the <u>Army, Marine Corps, Navy and Air Force</u> most recent Gender Integration Implementation Plans provided to Congress.</p>
PREGNANCY/PARENTHOOD POLICIES (WB&T)	
<p>The Committee has received anecdotal evidence that some servicewomen may experience negative career impacts as a result of pregnancy. These potentially negative impacts may affect assignment to or continuation of deployments, command, and other career enhancing tracks. The Committee is interested in better understanding policies, practices, and the impacts of these issues on servicewomen.</p>	
6	<p>The Committee requests a <u>briefing</u>* from each of the <u>Military Services</u> providing details (and static displays as appropriate) on the following:</p> <ol style="list-style-type: none"> a. Please identify all changes, initiatives, and improvements to maternity uniforms since the Committee was last briefed in September 2016. Additionally, explain how you measure the effectiveness and impact of changes to/new uniforms. b. Include findings from your most recent maternity uniform wear test (include year). Specifically address functionality, comfort, affordability, availability, and consistency with non-maternity uniforms. Additionally, explain how the effectiveness and impact of the newly proposed uniforms was measured.
DOMESTIC ABUSE / DOMESTIC VIOLENCE AFFECTING SERVICEWOMEN (WB&T)	
<p>Recently, media headlines have spotlighted multiple servicewomen being affected by domestic abuse and domestic violence. The Committee is concerned about the impacts of these incidences on the safety and welfare of servicewomen as well as on operational readiness.</p>	
7	<p>The Committee requests a <u>written response</u> from each of the <u>Military Services (to include the Reserves and National Guard)</u> with information regarding safe housing for servicewomen who are victims of domestic violence (DV), to include details on the following:</p> <ol style="list-style-type: none"> a. The current policies and procedures that ensure the safety of DV victims once incidents occurs. Please include data on where Service members are housed if they need to be removed to safe or alternate housing (to include whether it is on- or off-based housing). b. Explain how your Service interprets "suitable, safe and alternate housing" for victims of domestic violence per DoDI 6400.06.
8	<p>The Committee requests a <u>briefing</u> from the <u>Department of Defense</u> regarding the collection of data related to domestic violence, including the following details:</p> <ol style="list-style-type: none"> a. What is the process of reviewing domestic violence data from each of the Military Services (to include the Reserves and National Guard) and the trends associated with this data? b. What analysis is conducted? Who is the recipient of the data analysis? c. Please identify any corrective actions or initiatives that have been taken in the past 5 years or that are underway to protect domestic violence victims, to make it easier for servicewomen to report incidents, and to eliminate incidences across military communities.
9	<p>The Committee requests a <u>written response</u> from the <u>Military Services (to include the Reserves and the National Guard)</u> outlining the curriculum objectives for your Services' Domestic Abuse Response and Intervention Training. Include frequency of training, required attendees, etc.</p>

* Panel Style Format

R&R = Recruitment & Retention Subcommittee

E&I = Employment & Integration Subcommittee

WB&T = Well-Being & Treatment Subcommittee

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CHILD CARE RESOURCES

(WB&T)

Comprehensive childcare has been an ongoing challenge for Service members and has been highlighted as such by DACOWITS for more than 35 years. The ongoing lack of childcare creates a strain on military families and impacts to unit operations.

10	<p>The Committee requests a written response from each of the Military Services (include information on the Reserves and National Guard) on the following:</p> <ol style="list-style-type: none"> a. Specific regulations and policies that govern fee assistance programs, including the eligibility of Service members for fee assistance, the criteria for on- and off-installation care providers, and facilities to qualify for receipt of fee assistance. Please include: <ol style="list-style-type: none"> i. What regulations and policies govern fee assistance programs? ii. How many Service members are receiving fee assistance? iii. How many were denied fee assistance and any reasons for denial? iv. Information on proposed or pending changes and initiatives (e.g., in June 2019 the Army briefed it was “reforming” its fee assistance program). v. Indicate whether Service members on a waiting list are automatically eligible for fee assistance even if they otherwise might not qualify; and if not, why not? vi. If a Service member is receiving fee assistance and space becomes available in the installation child care facility, is the Service member required to move their children to the on-base care facility? vii. What challenges impact the provision of fee assistance? viii. Are Service members denied assistance due to lack of funding?
11	<p>The Committee requests a written response from each of the Military Services (include information on the Reserves and National Guard) to update and provide details on the following:</p> <ol style="list-style-type: none"> a. What factors impact willingness to become or remain a family care provider? Incentives/disincentives? b. What is the current enrollment in the Family Child Care (FCC) program? What is the shortfall or waiting list for this program? c. Is fee assistance available to Service members who place children in care with an FCC? d. What is the average timeframe to certify an FCC? e. Address the portability of an FCC’s certification to another installation? Must a previously or currently certified FCC undergo the full certification process upon transfer to a different installation? f. What challenges confront the Services in recruiting and retaining FCCs? g. Air Force: Please elaborate on the June QBM 2019 (slide 2) statement: “Enhanced the Expanded Child Care Program.” h. Coast Guard: Please elaborate on the June QBM 2019 (slide 2) statement: “Currently, collaborating with Coast Guard Foundation on providing incentives for new FCC providers.”