

UNCLASSIFIED

INFORMATION PAPER

30 JUL 20

Subj: GENDER INTEGRATED MARINE CORPS RECRUIT TRAINING UPDATE

1. Purpose. To update the Defense Advisory Committee on Women in the Services (DACOWITS) on the current status of gender integrated Recruit Training and provide insight of short and long term plans to integrate recruit training and meet the intent of the 2020 National Defense Authorization Act (NDAA).

2. Background. The previous DACOWITS written response stated the limiting factors to incorporate gender integration at both coasts were the lack of facilities and requisite on-hand female Drill Instructors. What was not articulated, was the order with which these requirements will be met. Once both Depots have adequate facilities that enable the integration of males and females, then additional female Drill Instructors will be trained to meet the new requirement. As it stands today, Marine Corps Recruit Depot Parris Island (MCRD PI) is the only Depot with facilities and personnel to train gender integrated units. However, MCRD PI does not have the facility capacity available to integrate during the busiest shipping trimester of the year (June, July, August, September; known as JJAS).

3. Key Points

a. Facilities. The limiting factor for gender integration remains facilities. In order for both MCRDs to conduct gender integrated recruit training, while simultaneously meeting the throughput requirements required by Title 10, modifications will have to be made at each installation. Planning is underway between Training and Education Command (TECOM) and Marine Corps Installations Command (MCICOM) to identify the requirements, shortfalls, and cost estimates to meet the NDAA requirements.

b. Female Drill Instructors. Currently, a shortage of female Drill Instructors does not exist at MCRD PI. MCRD PI's staffing goal is 116 female Drill Instructors, and they have 128 currently on hand (as of 28 July 2020). Once the infrastructure conditions have been set at MCRD San Diego (MCRD SD) for integrated training, then MCRD SD Drill Instructor School will begin training female Drill Instructors. Additional means will also be explored to meet the female Drill Instructor requirement such as transfers from MCRD PI and assigning second tour female Drill Instructors to MCRD SD. When the previous DACOWITS response stated, "It will require significant time to create the required amount of female Drill Instructors", it was referring to this process in its entirety.

c. Gender Integrated Study. TECOM initiated the process of soliciting an outside agency (public/private College or University) to conduct a study to determine alternatives, if any, to the Marine Corps' approaches to gender integrated recruit training. The findings will be

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published in a peer-reviewed journal, regardless of the findings, at the conclusion of the study. The study is expected to be awarded to an institution prior to the end of FY20, with an expected completion date in FY22.

4. Short Term Way Ahead. Facility limitations due to JJAS, in addition to COVID-19 social distancing requirements, have limited the opportunities for gender integrated training for the remainder of FY20. However, MCRD PI will continue to capitalize on the momentum and lessons learned from the (9) iterations of gender integrated recruit training that took place from January 2019 to April 2020. These iterations demonstrated the strength of the Marine Corps' platoon training model, as it transformed young women and men into U.S. Marines. The Marine Corps is continuously assessing and refining recruit training and is identifying opportunities in FY21 to utilize the fully integrated company structure with future recruit training companies to best combine the strength of our platoon model with the logistical benefits of integrated companies.

5. Long Term Way Ahead. Gender integration at Marine Corps Recruit Training remains a top priority. The outcome the Marine Corps desires for gender integration is for every male recruit to train alongside a female recruit within the same company. This end-state will render recruit training companies made up entirely of male recruits and male Drill Instructors obsolete. This will be a coordinated effort with MCICOM, Manpower and Reserve Affairs (M&RA), and Marine Corps Recruiting Command (MCRC) to determine facility, manpower, and accession requirements to meet the NDAA's end-state.

6. DACOWITS Requests for Information (RFIs).

a. What is the desired ratio of female to male DIs?

The ratio of female to male DIs is proportionate to the number of female and male recruits. The Marine Corps focuses on the importance of having four DIs assigned to each platoon, which is the Table of Organization (T/O) and staffing goal per platoon. Platoons and the assigned DIs are gender specific. The importance of having four DIs per platoon is highlighted in the 30 June 2009 CNA *Analysis of USMC Recruit Depot Drill Instructor Requirements*.

b. What is the ratio of recruits to DI?

The ratio of recruits per DI varies by trimester (letters represent months of the year: ONDJ; FMAM; and JJAS), platoon size, company size, and the number of DIs assigned to a platoon. The 30 June 2009 CNA *Analysis of USMC Recruit Depot Drill Instructor Requirements* highlighted the importance of having four DIs assigned to each platoon, which is the staffing goal per platoon. The median for the platoon size distribution is 65 to 70 for ONDJ, 50 to 65 for FMAM and approximately 80 for JJAS. With company size and average platoon size, the recruit-to-DI ratio tends to be higher for JJAS than the other trimesters. In particular, the median values for the recruit-to-DI ratio is 1:22 for ONDJ, 1:16 for FMAM, and 1:24 for JJAS.

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c. Provide a gender/rank breakdown of DI assignments for the last 10 years. Of note, the committee is interested in trends.

A specific rank breakdown over the past 10 years cannot be obtained as it is not kept on file. The system can identify who has completed DI School in the past ten years, however, it shows what their current rank is and not what their rank was at assignment. Table (1) shows the number of Drill Instructors assigned per year for the past 10 years. The current gender/rank breakdown at MCRD PI is:

Female Sgt: 61	Male Sgt: 196
Female SSgt: 63	Male SSgt: 261
Female GySgt: 4	Male GySgt: 48

d. What is the process to apply and selection to the DI process?

The application and selection process for DI duty is identical for both genders. Marines must meet minimum requirements before they can apply to DI Duty. Marines must be/have:

- Sergeant, Staff Sergeant, or Gunnery Sergeant
- 22 to 37 years old
- ASVAB GT score above 90
- Family stability
- Financial stability
- Within height and weight standards
- First class physical fitness score
- No recent disciplinary issues
- Medically and dentally fit

Applicants will be screened by their current command prior to receiving orders to Drill Instructor School. Each command screening will include a medical screening, security clearance eligibility verification, 360 degree photos in physical training gear, and an interview with the Commanding Officer. Commanding Officer input is vital in determining a Marine's potential for success on Drill Instructor duty.

Additionally, the Headquarters Marine Corps Special Duty Assignment Selection Team (HSST) also selects and directs qualified Marines to apply for selection. Marines selected by the HSST will submit a package in the same manner as Marines who volunteer for Drill Instructor duty.

Upon receiving the Marine's application, CMC (MMEA) will review the application, process exceptions to policy, and assign the Marine to one of four Drill Instructor School Courses, held annually at MCRD Parris Island, SC, or MCRD San Diego, CA. When making the assignment, CMC (MMEA) will consider Marine's class preference, Commanding Officer's recommendations, individual qualifications, and needs of the Marine Corps.

The process to apply and selection for DI duty can be found in Chapter 3 of MCO 1326.6 SELECTING, SCREENING, AND PREPARING ENLISTED MARINES FOR SCREENABLE BILLETS AND INDEPENDENT DUTY ASSIGNMENTS (SCREENMAN). (A copy of MCO 1326.6 is attached to this response)

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e. Provide gender/rank attrition data from DI School for the past 10 years.

Table (1) shows attrition data by gender and year for the past 10 years. Data rollup:

MCRD Parris Island DI School

Total Males Attended DI School:	4,593
Total Males Non-Complete Course:	779 (~17% Attrition)
Total Males Completed Course:	3,814 (~83%)
Total Females Attended DI School:	585
Total Females Non-Complete Course:	117 (~20% Attrition)
Total Females Completed Course:	468 (~80%)

Table (1)

MCRD PI DI SCHOOL STATUS BROKEN DOWN BY YEAR							
	Female	Female	Female Total	Male	Male	Male Total	Grand Total
YEAR	COMPLETE	NOT COMPLETE		COMPLETE	NOT COMPLETE		
2010	12	8	20	191	61	252	272
2011	29	20	49	211	41	252	301
2012	49	1	50	410	92	502	552
2013	25	4	29	345	58	403	432
2014	31	17	48	304	65	369	417
2015	42	7	49	354	77	431	480
2016	53	7	60	377	32	409	469
2017	54	6	60	445	58	503	563
2018	73	8	81	455	93	548	629
2019	53	12	65	454	77	531	596
2020	47	27	74	268	125	393	467
Grand Total	468	117	585	3814	779	4593	5178