USMC Brief
to
DACOWITS

Col Aytes (M&RA, HQMC)

AGENDA

- Female Accessions
- Combat Gear (MARCORSYSCOM)

PURPOSE

- DACOWITS requests briefing on whether DOD or the Services have recruiting goals for accession of women officers overall and, if so, what are these goals? Whether DOD or the Services have recruiting goals for the accession of women officers by recruitment sources (academy, OCS/OTS, ROTC, direct commission) and, if so, what are these goals? Whether DOD or the Services have recruiting goals for the accession of women into the enlisted ranks and, if so, what are these goals? Please also provide information on how are the goals that exist are determined and the applicable benchmarks against which the goals are measured; who sets the goals; how often the goals are set; the extent to which the goals have been met over the past 5 years; and what are the future long-term goals.

Determining Female Accessions

Fiscal Year	Female Officer Goal
2013	8.5%

Fiscal Year	Female Enlisted Goal
2013	7.3%

- Goals are set by Manpower and Reserve Affairs, Headquarters Marine Corps (HQMC) at the beginning of each Fiscal Year (FY).
- Goals are determined through the combined efforts of several entities within HQMC, and guided by the Commandant of the Marine Corps
- Benchmarks for measurement
  - Enlisted accessions are phased into four month periods and each is assigned a percentage of the overall end of FY aggregate.
  - Officer accessions are tracked monthly in order to meet the overall end of FY percentage

Female Officer Accessions by Source

There are no female accession goals associated with commissioning source. The percentages below are actual percentages attained.

Program	FY08	FY09	FY10	FY11	FY12
USNA	33.07%	31.43%	29.63%	31.13%	34.13%
NROTC	11.81%	25.00%	15.56%	14.57%	10.32%
MECEP	2.36%	5.71%	9.63%	4.64%	5.56%
ECP	3.15%	3.57%	1.48%	4.64%	0.79%
*MCP	0.00%	0.00%	0.00%	2.65%	0.00%
PLC	8.66%	18.57%	13.33%	13.91%	14.29%
OCC	40.94%	15.71%	30.37%	28.48%	34.92%

* As of FY12 the Meritorious Commissioning Program (MCP) has been cancelled and merged with the Marine Enlisted Commissioning and Education Program (MECEP)

Historic Female Accession

- **5 year female accession goals**

Female Officers		
Fiscal Year	Goal	Attained
2008	7.0%	6.68%
2009	7.5%	7.74%
2010	7.5%	7.93%
2011	7.5%	9.0%
2012	8.5%	8.6%
2013	8.5%	10.1%

Female Enlisted		
Fiscal Year	Goal	Attained
2008	5.53%	5.84%
2009	6.89%	6.82%
2010	7.38%	7.40%
2011	7.05%	7.05%
2012	7.23%	7.24%
2013	7.37%	7.81%

Future Long-Term Goals

- USMC will build upon current and historical efforts when meeting future long-term goals. Current efforts include:

  - CMC-led 2013 Diversity Task Force on Women Officers (Recruiting/Retention)

  - Continuing partnership between Marine Corps Recruiting Command (MCRC) Office of Diversity and National Level organizations.

  - Advertising: Targeted messaging in relevant media such as women's magazines (Fitness, Self) to align with interests of female prospects

  - Initiating outreach events to attract women, such as MCRC's participation in the following female-focused officer recruiting events during FY13:

Women's Basketball Coaches Association (WBCA), New Orleans, LA
Girls Who Rule the World Empowerment Camps
Central Intercollegiate Athletic Association (CIAA), Charlotte, NC
Mid-Eastern Athletic Conference (MEAC), Norfolk, VA

QUESTIONS?