



USMC Commissioned Study

University of Pittsburg Gender Integrated Recruit Training

2 Dec 2022



UPitt Background

- The Marine Corps commissioned an independent academic study to evaluate alternative approaches to gender integration at recruit training.
- Contract was awarded to The University of Pittsburgh on 28 Sep 2020.
- Study Objective: Determine alternatives to the Marine Corps' recruit training approaches being executed at the time (2021): "on track" and "company integrated."



UPitt Draft

- The UPitt team provided Training and Education Command (TECOM) with preliminary findings in Mar 2022 prior to TECOM's acceptance of the final report in Aug 2022; the findings revealed individual behaviors which undermine the Marine Corps' culture of dignity and respect (Appendix L).
- Upon receiving the study's initial findings, CG TECOM traveled to each recruit depot to personally reinforce the existing Orders that strictly prohibit offensive and discriminatory language, emphasizing his commitment to the responsible and ethical training of every recruit.



UPitt Recommendations

- The final study results offered three alternative models and provided 18 secondary recommendations to support and improve current and future recruit training optimization efforts.

- Alternative Models:
 1. Integrated Company model currently executed with addition of mixed-gender drill instructor teams.
 2. Integrated Company model currently executed with increased number and types of gender-integrated training events at or below the platoon level ("Integrated Company Plus" model).
 3. Integrated platoon model, in which recruits fall out into integrated training platoons after morning basic daily routine.

“The study team recommends the combined execution of alternate models 1 and 2, which would provide Marine Corps recruits increased exposure to direct, sustained training from opposite-gender drill instructors and deliver intentional training opportunities for male and female recruits to work together and interact in meaningful ways.” (UPitt Final Report-Brief Package, p.15)



UPITT Secondary Recommendations

- Eighteen (18) “secondary” recommendations were provided.
 - Recommendations were separated into the following focus categories:
 - Strategic vision
 - Evaluation and Working Groups
 - Curriculum and Education
 - Culture and Social Norms
 - Recruit Experience
 - Female Population
 - Physical and Human Performance

- Twelve (12) recommendations have been or are being implemented.

- Six (6) require further analysis and follow-on decision.
 - The USMC has plans to analyze and address the remaining recommendations.
 - The USMC has established the Entry-Level Training (ELT) Advisory Council, chaired by CG TECOM, to develop and implement enterprise-wide improvements to the ELT continuum. In addition to TECOM, this council is comprised of the SMMC; senior representatives from M&RA, PP&O, MCRC, OLA, CD; and others as required.



UPitt Secondary Recommendations

➤ **Strategic Vision:**

- Establish a Marine Corps definition and/or strategic mission/vision for gender integration in recruit training. *(FORAC)*
- Provide explicit and consistent leadership statements about how current or future changes to gender integration approaches at MCRDs connect with the broader mission of producing basically trained Marines. *(Underway)*

➤ **Evaluation and Working Groups:**

- Conduct regular evaluations of the recruit training “product”: a basically trained Marine. These evaluations should connect data from a basic Marine’s performance and outcomes in the ELT pipeline and their first fleet assignment and should be used as an opportunity to collect information relevant to the impact of the Service’s gender integration efforts. *(Underway - ELT Advisory Council FORAC ICW SOI, MARFOR, and MEF Inputs)*
- Establish and use drill instructor working groups at each stage (before, during, and after) of gender integration to more readily anticipate and identify challenges, innovative solutions, and demonstrated successes. *(Accomplished / Sustain)*



UPitt Secondary Recommendations

➤ Curriculum and Education:

- Review and update educational curriculum and imagery in training environments to represent women and be more inclusive of their contributions to the Marine Corps institutional legacy. *(Underway)*
- Incorporate explicit training and socialization on respect into all education materials and training opportunities. *(Accomplished / Sustain)*
- Incorporate primary prevention education on sexual harassment, sexual assault, domestic abuse, and equal opportunity courses and Core Value Guided Discussions. Provide recruits education, training, and discussion about “what right looks like” in addition to course curriculum already delivered. *(Accomplished / Sustain)*
- Restrict those who teach key/milestone sexual harassment and sexual assault courses to full-time SAPR personnel who are subject matter experts. *(Pending further review - ELT OPT FORAC)*



UPitt Secondary Recommendations

➤ Culture and Social Norms:

- Enforce a zero-tolerance policy for training cadre, drill instructors, and recruits using sexually explicit, gender-based, or derogatory language in the training environment. *(Accomplished / Sustain)*
- Replace gendered identifiers (e.g., “sir,” “ma’am”) in the primary salutation or response to drill instructors with gender-neutral language such as “drill instructor,” “senior drill instructor,” “senior,” “DI,” or “SDI.” *(Pending further review - ELT OPT FORAC)*



UPitt Secondary Recommendations

➤ **Recruit Experience:**

- Build an additional competitive element for series or companies to work toward to facilitate drill instructor and recruit investment in a shared identity beyond the platoon. *(Pending further review - ELT OPT FORAC)*
- Develop or task recruit leadership positions to aid drill instructors with recruit accountability checks when forming gender-integrated units. *(Accomplished / Sustain)*

➤ **Female Population:**

- Increase number of female personnel at MCRD San Diego (training cadre and leadership) while growing female drill instructor and recruit population to fulfill NDAA mandate. *(Underway - M&RA FORAC)*
- Increase efforts to recruit women into the Marine Corps. *(Underway via broader recruitment efforts via MCRC)*



UPitt Secondary Recommendations

➤ Physical and Human Performance:

- High initial workloads coupled with injury rates and decrements in strength and power performance - warrants incorporation of a periodized approach to physical training that emphasizes progression and proper technique development. *(Underway - validate progression in POI via ELT OPT)*
- Potential relationship between attrition among female Marine Corps recruits and psychological resilience measured on the Connor-Davidson scale – further investigation recommended. *(Pending further review – PSD (HPB) FORAC)*
- Association between previous quantity of strength training in female Marine Corps recruits, and attrition and preservation of neuromuscular function – further investigation recommended. *(Pending further review - PSD (HPB) FORAC)*
- High relative percentage of hip injuries in female Marine Corps recruits during gender-integrated training – investigation of causes and customized injury mitigation programs recommended. *(Underway – PSD (HPB) FORAC)*



UPitt Recommended Events For Gender Integration

Priority 1

- **Basic Warrior Training**
- **Crucible**
- **Warrior's Breakfast**
- Endurance Course (Parris Island)
- **Land Navigation**
- **Confidence Course**
- Select Core Value Guided Discussions:
 - Equal Opportunity
 - Sexual Harassment
 - Sexual Assault 2
 - Hazing
 - Personal Conduct
 - Professional Conduct
 - Combat Leadership
 - Fraternalization
 - Sexual Responsibility
 - Marriage and the First-Term Marine
 - Marine Leader Development
 - Social Media
- **Physical fitness events that use ability grouping (e.g., runs, physical training bases)**
- Academic Study time
- **Table 1 and Table 2 pits and target factory**

Priority 2

- **Bayonet Assault Course**
- **Obstacle Course**
- **Swim Qualification**
- **Rappel Tower**
- **Marine Corps Martial Arts Program (MCMAP)**
- Hikes
- Tactical Combat Casualty Care
- **Gas Chamber**
- Academic Classes
- **Team Week**
- Grass Week
- **Table 1 and Table 2 firing line (not recommended as first exposure to integration)**
- **Field Meet**

Priority 3

- **Initial strength test**
- **Physical fitness test**
- **Combat fitness test**
- 3-mile moto run

Do not Integrate

- Combatives (e.g., pugil sticks, body sparring)
- Inspections (e.g., senior drill instructor, series, company, battalion)
- Close-order drill
- Core Value Guided Discussions
 - Sexual Assault 1
 - Domestic Child Abuse

Events in Bold have already been integrated at or below the platoon level: 19

UPITT FACTORS CONSIDERED:

- 1: Opportunities for recruits to work together in a meaningful way to accomplish a task or goal.
- 2: Dialogues and conversations in which it is important for recruits to engage with gender-diverse perspectives.
- 3: Training events that most align with basic Marine skills used in follow-on training and the fleet.